

Statement in Support of Nomination

Dr Bichen Guan, La Trobe Business School, La Trobe University, Melbourne, Victoria

Dear ANZAM members,

I am a Lecturer in Management and Human Resource (HR) and Course Coordinator for the Bachelor of Business at La Trobe University and currently serve as the Organisational Behaviour (OB) Stream Co-Chair for the ANZAM Conference. Using both quantitative and qualitative methods, my research focuses on employee wellbeing, emotion regulation, hybrid work and leadership. I am dedicated to delivering research-informed and practice relevant teaching in OB, Leadership, and broader HR subjects across undergraduate, postgraduate and MBA programs.

I am pleased to stand for election as Regional Representative for Victoria and Tasmania for 2027–2028. ANZAM has been an important part of my academic journey since 2017, when I first presented my research on emotion regulation among aged care workers as a PhD student. Through ANZAM conferences and doctoral workshops, I have received constructive feedback and career guidance, developed research networks, contributed to the OB Stream, and built lasting professional relationships and friendships.

Over the past several years, I have contributed to ANZAM as a presenter, reviewer, session chair and stream chair. I have presented research on emotion regulation, workplace burnout, empathy and gratitude at ANZAM conferences in 2017, 2018, 2019, 2021 and 2025. I have also reviewed papers for ANZAM's OB streams since 2019 and chaired three OB Stream sessions on employee wellbeing and emotion. Since 2024, I have served as OB Stream Co-Chair, supporting the review process, stream delivery and the creation of a constructive experience for presenters, reviewers and participants. In this role, I have worked with the other Co-Chair to allocate reviewers whose expertise closely aligns with submitted papers and to group sessions in ways that strengthen their theoretical coherence. These experiences have given me a practical understanding of the work required to sustain a rigorous, inclusive and collegial Academy.

I am passionate about engaging in the academic community to advance management education, scholarship, research and practice, aligning with ANZAM's purpose. During my PhD, I served as an HDR Representative on the Macquarie Business School Research Committee, where I advocated for HDR students to improve their research training quality and student experience. At La Trobe, I serve as Course Coordinator for the Bachelor of Business and as a member of the La Trobe Business School Learning and Teaching Committee and Research Committee. These leadership and service roles have strengthened my experience in academic coordination, curriculum development, student engagement and business education governance. I organised departmental early-career researcher (ECR) lunch catchups and advocated for professional development and support initiatives that strengthen ECR career progression.

If elected, I would be an active and reliable conduit between ANZAM and institutional members across Victoria and Tasmania. I would promote ANZAM across management-related disciplines and academic communities, with particular attention to doctoral candidates, early- and mid-career academics, and members seeking professional development and networking opportunities. I would work collaboratively with the other Regional Representative to:

- (a) Establish regular ways for members in Victoria and Tasmania to share their priorities and challenges, and use this feedback to inform relevant ANZAM and regional events and support;
- (b) Advocate for and develop mentoring, peer-support and professional development opportunities for HDR students and early- to mid-career academics in the region;
- (c) Facilitate regional discussions and/or events for researchers and educators on AI-enabled changes and the broader challenges facing management education and research in Australia and the region;
- (d) Create connection and collaboration opportunities across institutions in the region, such as regional networking events, cross-institutional research seminars and teaching practice exchanges.

I would contribute actively to the ANZAM Board, attend Board meetings, annual ANZAM conferences and other events, provide timely quarterly reports on regional activities and outcomes, and support the Doctoral Representative and Conference Chair where possible. I would also help ensure that regional perspectives, member needs and upcoming opportunities are communicated clearly to the Board.

I would comply with ANZAM's Code of Conduct including its principles of accountability, honesty, and respect for individual rights and dignity and uphold ANZAM's purpose, intent and values of professionalism, inclusiveness, excellence, and learning. I am committed to serving the Academy diligently and constructively and would be honoured to support a connected and inclusive ANZAM community across Victoria and Tasmania.

Thank you for your consideration and support.

Dr Bichen Guan