

Statement of Nomination: VIC/TAS Regional Representative
Herman Tse, Monash University

Dear fellow ANZAM members,

I am standing for the Victoria/Tasmania Regional Representative position because I care about our ANZAM community and want to contribute more directly to its future. For me, ANZAM's value lies in the people we meet, the ideas we exchange and the support we offer one another. I would welcome the opportunity to strengthen these connections across both states and ensure that members' voices help shape ANZAM's priorities, activities and impact.

As a Professor of Organisational Behaviour at Monash University, an ANZAM Fellow and a recipient of the 2025 ANZAM Teaching Innovation Award, I value our community's contributions to research, teaching and practice. My ANZAM service has included serving as a stream chair, Special Interest Group (SIG) coordinator, mentor and speaker at doctoral workshops and ECR events. These experiences have allowed me to support colleagues and PhD students at different career stages and see first-hand the value of constructive feedback, mentoring and professional connections.

Supporting emerging scholars is particularly important to me. During my four years as Faculty Director of Early Career Researchers (ECRs) at Monash, I worked with Deputy Deans, ECR Directors across faculties and senior university leaders, including Provosts, to implement initiatives supporting ECR development. This experience strengthened my understanding of university governance and my ability to build support across organisational boundaries and turn ideas into action. My three terms as an Associate Editor of the Journal of Organizational Behavior have further broadened my international perspective and reinforced my commitment to helping researchers develop their work and advance their careers.

If elected, I would focus on **three** priorities:

1. Bringing our universities closer together. I would maintain regular contact with institutional members across VIC and TAS and work with fellow Regional Representatives to organise annual regional activities. Shared hosting and hybrid participation would help broaden involvement across both states. Paper development workshops, teaching innovation exchanges and industry engagement discussions would provide practical opportunities to share expertise and develop collaborations beyond our own institutions. Members' interests would guide these activities.
2. Helping colleagues develop and build lasting connections. Drawing on my ANZAM service, leadership and editorial experience, I would support mentoring, research feedback and exchanges across career stages. I would encourage established academics, ECRs and doctoral students to contribute and learn from one another. I would attend the annual conference, support the Conference Chair and Doctoral Representative, and contribute to doctoral activities where possible, helping members build relationships that continue beyond individual events.
3. Being an approachable, dependable and accountable representative. I would listen to members' priorities, bring them to Board discussions and communicate opportunities and progress back to the region. I would contribute actively to Board meetings and committee work, provide clear quarterly reports and uphold ANZAM's governance and professional standards. I want colleagues to feel comfortable contacting me and confident that their views will receive thoughtful consideration.

I would bring energy, experience and a willingness to do the practical work this role requires.

Above all, I would enjoy working with you to build a more vibrant, collegial and inclusive community where colleagues feel connected, supported and able to contribute.

I would greatly appreciate your vote and the opportunity to represent and serve you.

Herman Tse