

ANZAM MEMBER UPDATE

Tuesday 4th February, 2025



Dear ANZAM Members,

I trust this message finds you in good spirits and looking forward to the opportunities that lie ahead. As we enter a new year for ANZAM, I am both honoured and excited to take on the role of President for the 2025 and 2026 calendar years. I wish to extend my heartfelt thanks for your confidence and support as we embark on this journey together.

ANZAM has consistently been a vibrant community committed to the advancement of both academics and students within the management discipline. This year, we will celebrate our Doctoral Workshop and the 38th Conference, hosted by Deakin University at their Geelong campus. Our unwavering dedication to excellence has continually influenced the field, fostering a network of professionals who are not only leaders in their respective areas but also integral members of their communities. As we look to the future, I am eager to build upon our previous achievements and propel us toward even greater milestones.

In my new role, I am particularly enthusiastic about focusing on the following key initiatives:

Transformational Professional Development Opportunities – We will persist in redefining professional development and leadership by organising a year filled with engaging workshops and webinars. These sessions will tackle both enduring challenges and emerging trends, featuring innovative speakers and experts who will inspire and equip us with vital tools for success. Importantly, these sessions will remain available at no cost to ANZAM personal members.

Robust Membership Growth & Engagement – We will strive to expand our membership and enhance engagement, establishing ANZAM as the premier resource for professionals. Whether you are an experienced practitioner or new to the field, ANZAM will offer the network and resources necessary for your success. We will also increase our engagement with First Nations and Māori peoples and broaden our outreach to include universities in the Pacifica region.

Strategic Growth of ANZAM's Development and Global Collaborations – We will pursue a strategic growth of ANZAM's services by capitalizing on the successful partnerships formed this year. This initiative will broaden our outreach, enhance our resources, and increase our overall impact. By strengthening current partnerships, exploring new collaborations, and providing distinctive advantages, we aspire to establish ANZAM as an essential resource.

The true strength of ANZAM resides in its members, and your active engagement is vital. I urge each of you to participate, contribute your ideas, and assist in shaping the future of our organization. Together, we can accomplish extraordinary achievements. Please feel free to contact me with your ideas, enquiries, or concerns at: anzam@anzam.org. Your feedback is invaluable, and I am here to listen.



Professor Ruth McPhail
ANZAM President 2025 & 2026

ANZAM has opened an Expression of Interest for the Professional Development (PD) Calendar for 2025



ANZAM PD Calendar 2025

We have had incredible success with the ANZAM PD program to date, this has relied on the generosity of expert management academics from across the Academy and the world.

We are calling for submissions for the 2025 PD program, which is quickly filling up. Your submission can be a fully formed PD or just an idea.

Please reach out to our Chair of the Education and Engagement Committee, Dr Justine Ferrer, to share your thoughts and ideas.

E. justine.ferrer@deakin.edu.au

ANZAM Professional Development – Registrations are OPEN
These sessions are FREE to ANZAM members or for a small administrative charge (unless otherwise specified) to Non-members, payable upon registration.

DATE	SESSION INFORMATION	REGISTRATION LINK
February 19, 20 & 21 3 day workshop 11am – 6pm AEDT	<p>STRUCTURAL EQUATION MODELLING</p> <p>Professor Gordon Cheung, University of Auckland.</p> <p>3-day online course on Structural Equation Modelling. The 3 days/sessions are not individual sessions. The content will flow from the first session (Day 1) to the last session (Day 3). To take full advantage of this offer, you should attend all 3 days/sessions. Commencement time for each day has been set to ensure most people can attend.</p> <p>This 3-day workshop covers: Introduction to SEM 1. the basic concepts behind Structural Equation Modelling (SEM) and the assumptions involved 2. introduction of confirmatory factor analysis with measurement model for testing convergent validity and discriminant validity (an updated version of measureQ will be provided) 3. comparison of regression and path analysis 4. application of the full structural model with latent variables Mediating Effects 5. review of the advantages of testing mediation effects with latent variables over observed variables 6. introduction of various mediation hypotheses that can be examined in organizational and psychological studies, including: a. significance of specific mediation effect b. comparison of the strength of two mediation effects c. comparison of the strength between mediation effect and direct effect Note: a. Participants are not required to have prior knowledge of SEM. b.</p> <p>The workshop will mainly use the R-based lavaan package to run the analyses. All workshop materials and instructions for downloading the required packages (all are free) will be provided prior.</p>	<p>Free to ANZAM personal members or for a charge of \$350 to non-members, payable upon registration. This course retails for between \$1000-\$2000.</p> <p style="text-align: center;">REGISTER FOR THE 3 DAY WORKSHOP HERE</p>

<p>February 25th 12-2pm AEDT</p>	<p><i>'Managing Career Tensions: Strategies for Making Tensions Productive, Not Destructive'</i></p> <p><i>Lisa Callagher, University of Auckland; Bill Harley, University of Melbourne; Paul Hibbert, University of St Andrews; Tine Koehler, University of Melbourne; Paula O'Kane, University of Otago</i></p> <p>As academics we typically work in large, complex organisations, with numerous and sometimes competing demands for our time and energy. As well as having a high degree of autonomy in some areas of our work, for example the topics we research, we are members of highly structured and often tightly managed bureaucracies and subject to numerous performance measures. The range of choices we have about how we structure our activities, the complex nature of the organisations we work in, and the pervasiveness of management systems can create significant tensions. Further, our academic careers are just one part of who we are and of our lives, adding additional complexity. Examples of the kind of tensions we confront are, how can we balance our departments' need for us to do admin and teaching with our desire to maintain an active and meaningful research life? How can we reconcile the need for short-term research outputs to meet performance targets with the desire to do long-term projects which may not immediately bear fruit? How can we balance the need to undertake output-focused tasks and projects with the desire to maintain meaningful relationships with colleagues? How can we balance conventional career goals with our non-work activities and identities? We constantly must confront tensions such as these, as we attempt to build meaningful lives at work. The specific tensions we face are likely to change as we move through different phases of our careers. This workshop is intended to help scholars at all career stages, but particularly those at early- to mid-career stage, to think about ways not just to navigate these tensions, but to use them productively to explore different career pathways and grow both professionally and personally.'</p>	<p>Free to ANZAM personal members or for a charge of \$20 to non-members, payable upon registration.</p> <p><u>REGISTER HERE</u></p>
<p>March 18th 12-1pm AEDT</p>	<p><i>Unlocking the "AH-HA Moment" in Management Education: Research-based course design</i></p> <p><i>George Rosier</i></p> <p>What is the true purpose of management education? Is it: to teach theories, formulas, and methods of analysis, to develop students' ways of thinking, or to prepare leaders for unforeseeable challenges in an unknown future? While all three are crucial, the second and third goals often present the greatest challenges—and opportunities. By leveraging findings and methodologies from higher education research, we can better address these objectives in management education. In this seminar, participants will: Reflect on their teaching approaches using a quick self-assessment quiz (scoring is private). Explore how research-based strategies can transform course design. Discuss the implications of teaching approaches for fostering critical thinking and leadership skills. Join us to discover practical ways to inspire "AH-HA moments" in every class!</p> <p>THE PRESENTER George Rosier is a retired management academic. He spent 20 years in industry before moving to Western Sydney University. In 23 years at WSU, he served as head of school and associate dean. After retiring from WSU, he taught for six years at the SP Jain School of Global Management, in Sydney and Singapore. His recent publications have focussed on applying the methods from higher education research to management education.</p>	<p>This workshop is OPEN (Free) to anyone to attend.</p> <p><u>REGISTER HERE</u></p>



BAM and ANZAM Collaborative Research Grant Scheme 2025

Maximum £6,000 for 1 project

This Scheme is aimed at supporting and advancing international research collaborations between management researchers in the Australia and New Zealand region and the UK. It seeks to support the development of members of the British Academy of Management and the Australian and New Zealand Academy of Management (ANZAM) who are at an early stage in their careers and awarded a doctorate within 5 years of the point of application to the scheme. Established researchers are also eligible to apply but they must clearly explain their role in the work and in developing the skills of early career researchers. The scheme is open to all ANZAM and BAM Members; non-members wishing to apply to the scheme can join either ANZAM or BAM as appropriate.

At least one investigator must be employed at an academic institution in Australia or New Zealand and another investigator must be employed at an academic institution in the UK to ensure collaborative research between the two countries with fieldwork or research being required in both the UK and Australia or New Zealand regions.

[MORE INFORMATION CAN BE FOUND HERE](#)

Deadline: Thursday 3rd April, 2025



MACQUARIE
University

Macquarie University - **Scholarship Opportunity**

PhD scholarship opportunity - Generative AI in creative industries

This scholarship is part of a recently funded Australian Research Council Discovery Project examining the legal, ethical, philosophical and workplace implications of Generative AI in creative industries.

The successful candidate will have a law, philosophy or related background and the project offers the opportunity to work in an interdisciplinary team.

Applications close 1 March 2025 – further details are here -> <https://www.mq.edu.au/research/phd-and-research-degrees/how-to-apply/scholarship-opportunities/scholarship-search/ai-and-creativity-legal-and-ethical-issues>



We publish global perspectives on management and organizations, for academics, practitioners, policymakers, and consultants worldwide.

Thanks to the hard work and dedication of A/Prof Remi Ayoko (Past JMO Editor in chief) and A/Prof Vanessa Ratten (JMO Editor in chief)

**"The journal is now quartile 1 on Scopus
<https://www.scopus.com/sourceid/11700154614> "**

**Editor-in-Chief: Vanessa Ratten, La Trobe University, Australia
Contact Email: v.ratten@latrobe.edu.au**

ANZAM 2025 – 38th Conference

Deakin University – Business School will be hosting the
38th - 2025 ANZAM Conference at their Waterfront campus
1 Gheringhap Street, Geelong, VICTORIA

Doctoral workshop – Monday 1st December
ANZAM 2025 Doctoral Representative – Virangi Mendis

38th ANZAM Conference – Tuesday 2nd to Thursday 4th December
ANZAM 2025 Conference Chair – Dr Justine Ferrer



Contact:

Virangi – 2025 Doctoral Representative E. s218019037@deakin.edu.au

Justine – 2025 Conference chair E. justine.ferrer@deakin.edu.au

38th ANZAM Conference
Deakin Business School
Geelong Waterfront, 2-4 December 2025



Deakin University CRICOS Provider Code: 00113B



Job Postings, Call for Papers, Events and Other



For more information, visit ANZAM Website:

<https://www.anzam.org/>

JOB POSTINGS:

The University of Western Australia – Job postings

Deadline: February 10 2025

The University of Western Australia has the following job postings.....

CALL FOR PAPERS:

Canadian Journal of Administrative Sciences – Call for Papers for the Special Issue

Deadline: December 1 2025

Canadian Journal of Administrative Sciences – Revue Canadienne des Sciences de l'Administration
Call for Papers for the Special Issue: How are Indigenous businesses shaping sustainable futures?

Call for Nominations – 2025 SOCIAL ISSUES IN MANAGEMENT (SIM)

Deadline: March 31 2025

2025 SOCIAL ISSUES IN MANAGEMENT (SIM) Outstanding Book Award Committee Call for Nominations
Deadline for nominations: March 31st, 2025 The selection committee for the 2025 SIM Outstanding Book Award welcomes nominations (including selfnominations) for this year's award.

*Special Issue – Contextualising Human Resource Management through Qualitative Research:
Evidence from Australia and New Zealand*

Deadline: April 30 2025

Aim of the special issue The role of context is important to advance human resource management (HRM) theory and practice (Boxall, Ang and Bartram, 2011; Paauwe & Farndale, 2017). As a concept, context itself is multi-faceted and multi-layered (Johns, 2006; Shapiro, 2007), and in HRM scholarly research, it permeates how studies are conducted, interpreted, theorised [...]

ILERA European Congress – Call for papers

Deadline: March 31 2025

CALL FOR PAPERS 14th ILERA European Congress 10-12 September 2025 Durham University Business School, UK

INTERNATIONAL ACADEMY OF RESEARCH IN INDIGENOUS MANAGEMENT AND ORGANIZATIONAL STUDIES – CALL FOR PAPERS

Deadline: April 30 2025

INTERNATIONAL ACADEMY OF RESEARCH IN INDIGENOUS MANAGEMENT AND ORGANIZATIONAL STUDIES CALL FOR PAPERS LOCATION: Dilin Duwa Centre for Indigenous Business Leadership University of Melbourne. Melbourne Business School

Dame Mira Szászy Centre for Leading Māori Workforce Development and NZ Journal of Human Resource Management – Special Issue – call for papers.

Deadline: August 1 2025

Tēnā koutou katoa On behalf of the Dame Mira Szászy Centre for Leading Māori Workforce Development and NZ Journal of Human Resource Management we are delighted to share our Special Issue – call for papers.

IAMSR – Call for Papers – Special Issues

Deadline: May 31 2025

LEADERSHIP, ORGANIZATION AND MANAGEMENT FOR THE FLOURISHING OF LIFE, WORK, AND SOCIETY Today's world faces profound challenges—ranging from environmental crises to social inequality—that call for a shift in how we approach management and leadership (Laszlo et al., 2020).

AMD Special Research Forum – Organizational Insights in Health Care

Deadline: October 31 2025

AMD Special Research Forum – Organizational Insights in Health Care Initial Submission Window: 1 October 2025- 31 October 2025 Guest Editors Marlys Christianson, University of Toronto Brian Hilligoss, University of Arizona Christopher Myers, Johns Hopkins University (AMD Associate Editor) Kathleen Sutcliffe, Johns Hopkins University Timothy Vogus, Vanderbilt University

It is ANZAM's intention that these member updates provide up-to-date information to support you in your role. If you would like to request specific information or provide information to be circulated, please contact the Academy office: anzam@anzam.org

ANZAM does our best to ensure that information contained in the update is accurate at the time of publication. However, ANZAM cannot be held responsible for accuracy and veracity of information contained in this update, especially those articles supplied to us. ANZAM acknowledges the Traditional Owners of the land on which we meet and work, and all Traditional Owners of country throughout Australia and New Zealand. ANZAM is committed to a sustainable future and to improving the social, economic and environmental wellbeing of the community. ANZAM is dedicated to environmental improvements that foster a sustainable future and lead to social and economical improvements in the community we do business.



Australian and New Zealand Academy of Management
ANZAM Academy Office Contact: Academy Manager, Emma Nixon
Email: anzam@anzam.org Mobile: 0498 354433 (+61 498 354433)
Website: www.anzam.org