



IRISH ACADEMY
OF MANAGEMENT

Newsletter

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MESSAGE FROM THE CHAIR



Dear IAM Members,

Welcome to this post-conference issue of our IAM newsletter. It was our pleasure to host you in Dublin and we hope that you enjoyed the wonderful academic and social programme provided by DCU Business School. I know that you all join with me in thanking Edel and her Team for the lengths they went to in preparing and hosting such a showcase event. Our Academy is strengthened as a result of all their hard work.

The feedback I have received from several of you has drawn attention to many positive aspects of the conference, but most especially the quality of the speakers and the intimacy of the gathering. In an era in which "mass" conferences have become all too familiar, I am particularly pleased that you, the delegates, have highlighted the value of the smaller conference as a platform for deeper dialogue, robust exchange and meaningful take-home ideas. We hope that the ideas that you have taken away from the DCU Conference find their way into your teaching and research agendas in the year ahead, that the exchanges you have had will be the beginning of new and fruitful collaborations, and that you will consider joining us next September when we will gather in the wonderful City of Galway on the West Coast. Under the direction of Dr Noel Harvey, planning for next year's conference at the Galway-Mayo Institute of Technology is already well under way and each of you will shortly receive the call for papers.

A Guest Edited Special Issue of the Irish Journal of Management, our Academy Journal, is also under way and I would urge those of you who presented your research at DCU to communicate with the Conference Chair, Dr Edel Conway (email edel.conway@dcu.ie) if you would like your paper considered for this special issue which will be published in 2009.

Welcome once again to the newsletter. This is your newsletter and if you have items you wish to include (items about your careers, your research, your experiences, your institutes, your countries etc.), do not hesitate to contact our newsletter Editor, Dr Denis Harrington (email dharrington@wit.ie) who will be pleased to include these items in future issues.

Every good wish for the Academic Year ahead!

Prof. Michael J Morley
Irish Academy of Management Chair 2007-2010

Remarks from IAM Conference Chairperson 2008



The Irish Academy of Management (IAM) Conference 2008 was hosted by Dublin City University Business School on 4th and 5th September 2008. The Conference, which attracted more than 200 delegates, featured leading national and international speakers from a range of management disciplines. This year's theme was 'New Ideas for a New Century'.

The DCU conference organising team and wider IAM community owe a debt of gratitude to the keynote speakers who made such an enormous contribution to the conference programme. Denise Rousseau (Carnegie Mellon University) spoke of the critical need for evidence based management and the important role that business research plays in informing practice. Steve Carroll (University of Maryland) and Harry Sapienza (University of Minnesota) shared their insights on the useful role that the arts can play in our teaching. John Ford (Old Dominion University) explained the differences between the 'emic' and the 'etic' in cross cultural research, while Jaap Paauwe (Erasmus University/ Tilburg University) argued for a stakeholder perspective in HRM research. S.P. Raj (Syracuse University) explored recent business trends which signal a transition in the field of marketing. Gerard Hodgkinson (University of Leeds) brought the conference to a stimulating close with his tour de force of cognition research internationally.

The conference was preceded by a hugely successful doctoral colloquium on 3rd September. This event was attended by over 50 delegates and featured 28 paper presentations. Each of the keynote speakers participated in a special plenary session where the topic of 'building a research career' was addressed. Jeremy Short from Texas Tech University also contributed to this session. The success of the colloquium is due entirely to the excellent work of Margaret Heffernan (DCU) who gave endless amounts of time to this as well as other aspects of the conference organisation.

The conference would not have been possible without the help of a much extended IAM community. Our team of track chairs gave generously of their time throughout the review and scheduling process. The DCU conference organising team made every effort to ensure that all ran smoothly.

We are especially grateful to our sponsors: Irish Distillers Pernod Ricard, Blackhall Publishing, CIPD (Ireland), DCU Business School research committee and the Office for the Vice President for Research at DCU. Your donations greatly helped to contribute to the success of the conference.

Finally, thank you to the Delegates of IAM 2008 for your contributions to the conference, for your support of the Academy and for helping to strengthen our research community.

I now hand over the task of organising the 2009 conference to Dr Noel Harvey at Galway-Mayo Institute of Technology, who ran a hugely successful conference there in 2005. On behalf of everyone at DCU Business School, we extend our best wishes to Noel and we promise that we will help in whatever way that we can.

On behalf of the IAM organising team of 2008, I wish you all the very best for the new academic year.

Dr Edel Conway

IAM Conference Chairperson 2008

Photo (l-r):

Dr. Edel Conway (IAM Conference Chairperson, DCU); Prof. Jeremy Short (Texas Tech. University), Prof Denise Rousseau (Carnegie Mellon University), Prof. Steve J. Carroll (University of Maryland), Prof. S.P. Raj (Syracuse University), Prof. Harry Sapienza (University of Minnesota), Prof. Jaap Paauwe (Tilburg University/ Erasmus University), Prof. John B. Ford (Old Dominion University), Prof. Gerard P. Hodgkinson (University of Leeds), Prof. Patrick Flood (DCU)

Summary of Best Paper IAM, DCU, 2008

Knowledge flow and creation in clustered firms

Rebecca Mitchell; John Burgess; Jennifer Waterhouse and Karen McNeil, University of Newcastle, Australia

This paper has two aims: first the authors theoretically investigate the utility of relational and geographic proximity dimensions in understanding the nature of knowledge flows in clusters, in particular the role of organisational, institutional, personal and cognitive proximity in knowledge sharing and creation processes. The main objective is to investigate the mechanisms that account for the impact of proximity. To achieve this objective, a cross-disciplinary literature review was undertaken from the perspective of the value-adding cluster. There is a divide in the literature between investigations into the impact of proximity and research into the mechanisms through which clusters impact value. In this study, rather than focus on proximity as an organising principle, attention is focused on the aspects of value that potentially accrue to cluster members and review the mechanisms through which proximity, in its various forms, contribute to this value. The output of this process is a framework depicting the contribution of different proximity dimensions in terms of the knowledge-based value they convey.

Secondly the research team attempt to empirically investigate the role of proximity in knowledge sharing and creation in the Hunter Wine Cluster. Using case analysis of knowledge flow, and product and process innovation in the Hunter wine region of New South Wales, they find evidence supporting the role of both relational and geographic proximity dimensions in knowledge flow and generation. In addition, the study provides preliminary evidence supporting the differential impact of different types of proximity in terms of the knowledge-related value they bestow on cluster participants.

Best Postgraduate Papers

Thadeus Mkama of Dublin City University Business School (DCUBS) and Chris O’Riordan, WIT, were the Best Paper prize-winning authors at the conference. Thadeus from St Augustine University, Tanzania is researching the reactions of employees to the introduction of high performance work systems in the top 1,000 companies. Chris is investigating the careers and management development needs of doctors and is a lecturer at the School of Business, Waterford Institute of Technology.

Appointment of New Council Members

Dr Robert Galavan, Dean of Social Studies at NUI Maynooth and Dr Carol Kelleher, University College Cork have been appointed to the IAM Council.

New Management Books

Strategic Market Relationships

Thomas O’Toole and Bill Donaldson, Wiley Publications, UK

Strategy, Innovation, and Change.

New Insights on Contemporary Challenges Robert Galavan, John Murray and Costas Markides, Publishers Oxford University Press.

Work-Life Balance: Policies & Initiatives in Irish Organisations

Geraldine Grady, Alma McCarthy, Colette Darcy & Melrona Kirrane Publishers Oak Tree Press, Dublin

Irish Management 2.0: New Managerial Priorities in a Changing Economy

Dr James Cunningham and Dr. Denis Harrington (foreword by Thomas A. Stewart, editor of Harvard Business Review) Blackhall Publishers, Dublin

Call for Papers

12th Annual Conference of the Irish Academy of Management, 2nd - 4th September 2009

Galway-Mayo Institute of Technology

“Revitalising the Field: Innovation, Rigour and Relevance”

We are at something of a crossroads in the field of management with key questions being raised about the evidence base of the field, about the pedagogy-practice gap and about our capacity to serve and inform divergent stakeholders. Against the backdrop of these questions, our 2009 Conference theme, “Revitalising the Field: Innovation, Rigour and Relevance” is focused on taking stock and moving forward.

The IAM invites submission of abstracts/papers in a broad range of areas, including Innovation and Entrepreneurship, Strategic Management, Organisational Behaviour, Human Resources Management and Industrial Relations, Tourism, Management Information Systems, Public Sector and Healthcare Management, Accounting and Finance, Marketing, and International Business. Contributions are welcome from both academics and practitioners on research that is designed to test, extend or develop management theory while making a clear contribution to management practice.

All abstracts will be subjected to a double blind review. All conference papers will be published as conference proceedings, and there will be a special issue of the Irish Journal of Management based on the best papers presented at the conference. There are also a number of prizes for papers, including: best paper, best paper in Tourism, best postgraduate paper and best paper presented at the doctoral colloquium; the latter will take place in NUI-Galway.

Full details of the conference, and the doctoral colloquium which precedes the opening day of the conference, including information on the submission of abstracts, will be uploaded soon on the Irish Academy of Management’s website. <http://www.iamireland.com/>

The deadline for submission of abstracts is: March 2, 2009 Abstract and paper submission as well as Conference Registration is online. For further information contact: Dr. Noel Harvey, GMIT
Email: noel.harvey@gmit.ie.

Other News...

Launch of National Case Study Competition with ECCH

Next year will see the launch of a new National Case Competition for business and management lecturers interested in case development and teaching. The competition will be co-ordinated by Dr Denis Harrington, Waterford Institute of Technology, Dr Robert Galavan, NUI Maynooth and Dr James Cunningham, NUI Galway. The purpose of the competition is to stimulate the compilation of an accessible collection of Irish business case studies, a portfolio that captures some of our more interesting practical business stories and underscores the key lessons to be learnt from recent developments within Irish management practice. The competition will be open to academics in Ireland and overseas and will draw from a number of fields within management practice and will span some of the following theme areas including Innovation, Entrepreneurship, World Class Performance, Competition and Leadership. The scope will include public and private sector organisations and the focus will capture the operating environment, competitive positioning and challenges and business strategies of several Irish companies and Irish resident FDIs, each noted for achievement in areas such as R&D, ICT, Services, Innovation, Enterprise, Competitiveness and Internationalization. Information on the competition will be included in the next edition of our IAM newsletter

Emerald Literati Network Awards for Excellence 2008

Yehuda Baruch (Norwich Business School, Norwich, UK) was presented with his Highly Commended Award at EURAM, for his paper entitled “Swearing at work and permissive leadership culture: When anti-social becomes social and incivility is acceptable,” co-authored by Stuart Jenkins, published in *Leadership & Organization Development Journal*, Volume 28, Issue 6, 2007.

The Annual Emerald/EFMD Outstanding Doctoral Research Awards

The Annual Emerald/EFMD Outstanding Doctoral Research Awards

Every year Emerald and the European Foundation for Management Development (EFMD), a global membership organization with more than 700 institutional members from academia, business and public services, collaborate to find and celebrate excellence in research by sponsoring these annual awards. Various subject categories are open for submissions, sponsored by a selection of highly ranked Emerald journals. Award winners receive a cash prize of 91,500, a certificate and offer of publication in the sponsoring journal.

To find details about previous winners of the awards, and how to submit for the 2009 awards, please go to:
<http://info.emeraldinsight.com/research/awards>

Emerald also offers various Research Fund Awards and case writing competitions. For more information, please visit:
www.emeraldinsight.com/awards



DATES FOR YOUR DIARY

Irish Academy of Management Annual Conference, 2-4 September 2009

The 12th. Annual Conference of the Irish Academy of Management will once again be held at the Galway-Mayo Institute of Technology on 2-4 September 2009 in Galway city in the West of Ireland. The conference was last held in GMIT in 2005 and the feedback was excellent. We are pleased to be returning to Galway for what is likely to be another successful conference. It also makes a nice geographical spread for the conference: Belfast (2006); Cork (2007), Dublin (2008) and Galway in 2009.

As before the conference will be held in the new wing of the GMIT main campus (www.gmit.ie). The event will follow the traditional format, beginning on Wednesday night with a reception, a full day on Thursday with a conference dinner that night, and ending on Friday at lunch. This is the third time that the conference has been hosted in Galway, with NUI-Galway the hosts in 1998.

The theme of the 2009 conference is "Revitalising the Field: Innovation, Rigour and Relevance" and papers are invited in a broad range of management disciplines. Full details of the conference, including submission dates, will be available soon on the IAM's website at

<http://www.iamireland.com/ConferenceInformation.htm>

As was the case in DCU in 2008, the conference will be preceded by the IAM doctoral colloquium. At DCU over 30 post graduate students attended this colloquium and we hope to see a similar number returning to Galway. Unlike DCU though, the doctoral colloquium in 2009 will be hosted by the Department of Management at NUI-G. The event commences at 12 noon on Wednesday, September 2 with lunch in the Cairnes Building in NUI-G, and will conclude in time for the opening reception in GMIT that evening. NUI-G and GMIT are relatively closeby.

This year will also see the introduction of a initiative for the IAM with a special session dedicated to the teaching and learning in business and management. We very much welcome submissions in this area. Professor Mike Morley of UL, and the chair of the IAM, is leading this discussion. He is working with Dr. Denis Harrington (WIT) and Dr. Briga Hynes (UL) in the proposed development of a new IAM track in this area.

Dr. Noel Harvey is again the conference organiser and he can be contacted at noel.harvey@gmit.ie for further information. However, further details will appear on the IAM's website in the coming weeks.

The deadline for submission of abstracts is March 2, 2009. Authors will be notified by April 10. And full papers are due by June 10. We look forward to seeing you in Galway in 2009.

European Academy of Management, 11-14th May, 2009, Liverpool, UK

Renaissance and Renewal in Management studies

Conference Organisers: Professor Terry McNulty (Chair), Dr Robin Holt, Dr Allan Macpherson and Professor Elena Antonacopoulou.

Conference of the Association of Industrial Relations Academics of Australian and New Zealand

February 4-6, 2009, Newcastle, Australia

Refereed Papers Due October 8

Non refereed papers due December 8

Newcastle, Australia's second oldest non-indigenous settlement is located 160 kilometres north of Sydney. Renowned for its beaches, proximity to the renowned Hunter Valley wineries and working-class history of steel and coal, the city offers a 'big country town' feel and is easily reached by road, rail and air.

The conference will be held in the delightful neo-classical Newcastle City Hall which is centrally located close to a range of comfortable accommodation, restaurants and gentle entertainments.

PhD Forum

Date: 4 February 2009.

PhD Forum: 9:30am- 12:00pm

For further details visit:

<http://www.alloccasionsgroup.com/airaanz-2009-conference-venue-dates>

Institute for Small Business & Entrepreneurship Conference, Belfast, November 5th-7th

The 31st Institute for Small Business & Entrepreneurship Conference will be held at the Hastings Europa Hotel in Belfast in November 2008. For more information and a detailed overview of the programme visit www.isbez2008.org. The conference will be held in conjunction with the 35th International Small Business Congress - see www.isbc2008.org and there will be several joint Plenary Sessions and Social Events arranged to facilitate international networking opportunities for all delegates.



IRISH ACADEMY OF MANAGEMENT

Items for inclusion in IAM newsletter

We hope you like the new structure and design of our IAM newsletter. Our newsletter will now be sent on a bi-annual basis and will aim to keep you, our members, updated on current activities and future planned events. We are now also working in close collaboration with EURAM so that we may include updates and news on items from our European Academy. Soon it will be accompanied with our newly designed website so that we can continue to engage and interact with you on issues of importance to the future direction of management research, education and learning. If you have news items that are of interest to our members please send them to dharrington@wit.ie

IAM Council

The following are the current Officers:

Chair	Prof. Mike Morley, University of Limerick
Vice Chair	Dr. Alma McCarthy, National University of Ireland, Galway
Treasurer	Dr. Noel Harvey, Galway-Mayo Institute of Technology
Secretary	Dr. Teresa O'Hara, Royal College of Surgeons in Ireland
Membership Officer	Dr. Denis Harrington, Waterford Institute of Technology

The other members of the council are

Prof. Paddy Gunnigle, University of Limerick	Prof. Rodney McAdam, University of Ulster
Ms. Orla Byrne, Institute of Art, Design and Technology, Dublin	Dr. Edel Conway, Dublin City University
Dr. Christine Cross, University of Limerick	Dr. Christine Domegan, National University of Ireland, Galway
Dr. Nola-Hewitt Dundas, Queens University Belfast	Dr. Breda McCarthy, University College Cork
Dr. Joe McDonagh, Institute of Technology Tallaght	Dr. Jim Quinn, Trinity College Dublin
Dr Robert Galavan, National University of Ireland, Maynooth	Dr Carol Kelleher, University College, Cork

Useful Links

European Academy of Management - www.euram-online.org

Academy of Management (AoM) - www.aomonline.org

Australian and New Zealand Academy of Management (ANZAM) - www.anzam.uts.edu.au

British Academy of Management (BAM) - www.bam.ac.uk

Central and East European Management Development Association (CEEMAN) - www.ceeman.org

Italian Academy of Management (AIDEA) - <http://www.accademiaaidea.it/>