



Newsletter



A NOTE FROM THE IAM CHAIRPERSON, Dr Felicity Kelliher

Dear Irish Academy of Management Members,

I would like to extend a warm welcome to you to this edition of our newsletter. At this time of year, our plans are well underway for our 21st annual conference, which will be hosted by Cork University Business School at University College Cork. The conference starts at lunchtime on Monday 3rd September, and concludes at lunchtime on Wednesday 5th September with two cultural tours arranged for the Wednesday afternoon as optional extras (either a Cork City Walking Tour & Visit to Blarney Castle or a Tour of Cobh [departure port of the Titanic] & the Jameson Whiskey Distillery).

As usual, there will be a doctoral colloquium on the morning of the 3rd of September directly preceding the conference, and more details are available from the chair of the colloquium, Professor Matthias Beck (Matthias.beck@ucc.ie).

The conference theme is 'Does Management Matter?' The conference will reflect on the dynamic nature of the business landscape and examine how organisations have been affected by the social, political and economic turbulence of recent years and have subsequently reacted to these developments. In light of the conference theme there is an opportunity for business and management scholars to reflect on the role of management against this backdrop of unrest, in a way that links theory to practice.

Full details of the conference are available on www.iamireland.ie or by contacting our conference co-chairs Dr Ronan Carbery (ronan.carbery@ucc.ie) or Dr Ultan Sherman (ultan.sherman@ucc.ie).

A number of best in track paper awards will be presented during the conference dinner, together with an overall best conference paper and a best doctoral colloquium paper award. There will also be an opportunity to have these papers published in a special edition of the Irish Journal of Management.

Our four special interest groups: Teaching & Learning, Strategic Management, Work, Employment and Organisation, and International Business host various events throughout the year, and all events are free of charge to Irish Academy of Management members. Please check our newsletter and website for upcoming events.

Links with our colleagues in the British Academy of Management continue to be strengthened. The British Academy of Management conference will take place from 4-6 September at the Bristol Business School, University of the West of England under the theme 'Driving productivity in uncertain and challenging times'. More details are available on www.bam.ac.uk.

I would like to acknowledge the work of my fellow Council members who have given so freely of their time throughout the year. Special thanks to Dr Ronan Carbery and Dr Ultan Sherman and their colleagues in University College Cork who have kindly agreed to host us in September. I look forward to meeting you in Cork.

With Kind regards,

Dr Felicity Kelliher
Chair, Irish Academy of Management

2018 IRISH ACADEMY OF MANAGEMENT ANNUAL CONFERENCE, UNIVERSITY COLLEGE CORK



The 2018 Irish Academy of Management conference will be held in Cork University Business School, UCC from the 3rd to 5th September 2018. The theme of this year's conference, Does Management Matter, reflects the dynamic nature of the business landscape. In light of the social, political and economic turbulence of recent years, there is a need to re-examine how organisations have been affected and subsequently have reacted to these developments. More pressing for management scholars is the need to reflect on the role of 'management' against the backdrop of this unrest.

Certainly, the urgency of change affecting organisations requires a re-evaluation of what is expected of managers in contemporary firms. Relatedly, what managers themselves now expect of the organisation is a growing line of enquiry too. Indeed, how both employees and employers have reacted to changes in the work environment such as the diversification of employment contracts, have given rise to the emergence of a more individual-led association between both parties, often weakening the centrality of the manager in maintaining an effective employment relationship. However, the advent of new forms of organisations yields novel work arrangements thus creating different requirements for managers at the same time. It may be a case that management is evolving not devolving. Nonetheless, established thought and prevailing truths in management scholarship are being challenged by changes at macro, meso and micro levels. Consequently, it is time for academics to pause and reflect on the consequences of these developments for management.

We are delighted to welcome two high profile keynote speakers to the conference:



Professor Carol T. Kulik is a Research Professor of Human Resource Management at the University of South Australia Business School, and a senior researcher within the Centre for Workplace Excellence (CWEX). Her research focuses on the effective management of workforce diversity and organisational fairness. Current projects are investigating strategies for closing the gender gap in salary negotiations, reducing stereotype threat among mature-age workers, and motivating organisations to invest in diversity management practice. Professor Kulik has been an Associate Editor at the Academy of Management Journal and the Journal of Management. She is in a 5-year leadership track at the Academy of Management (AOM); the track includes serving as AOM President in 2019.

The title of Professor Kulik's keynote, to take place on the 4th September, is Gender equity initiatives: Good intentions and unintended consequences. Researching gender equity issues can be a dispiriting endeavour. For decades, researchers have documented the low representation of women in senior management roles and lamented the gender gap in salary.

2018 IRISH ACADEMY OF MANAGEMENT ANNUAL CONFERENCE, UNIVERSITY COLLEGE CORK

Today there may be new cause for optimism as more countries leverage their legislative and regulatory powers to motivate organizations to be more proactive and more innovative in their gender equity efforts. For example, Australia's ASX Corporate Governance Council introduced reporting standards requiring organizations to disclose the number of women at senior levels on an "if not, why not?" basis. The reporting standards are widely credited with a spike in the number of women occupying board and senior management positions but research suggests that the standards may have equivocal – and ironic – long run effects on gender equity. The keynote will celebrate the good intentions evident in the activity surge around gender equity but will also highlight some unintended consequences. In particular, the keynote will encourage researchers to reflect on how we can best approach the study of gender equity to ensure that our research plays a positive role in public debates.



The opening keynote will be delivered on the 3rd September by **Vice Admiral Mark Mellett (DSM)** who is Chief of Staff of the Irish Defence Forces. His first Command was the LÉ ORLA in 1992 and he subsequently commanded the LÉ CIARA in 1997 and the Irish Naval Flagship LÉ EITHNE in 2005.

Vice Admiral (VADM) Mellett has held a broad range of appointments in Naval Headquarters and more recently prior to his appointment as Flag Officer in 2010 he was Officer Commanding Naval Operations Command. VADM Mellett was also Commandant of the Naval College and Associate Head of the National Maritime College of Ireland. Prior to his current position, VADM Mellett was the Deputy Chief of Staff of the Irish Defence Forces where he had responsibility for material and support functions, including personnel, finance and logistics in the Army, Air Corps and Naval Service. He has thirty-eight years service, much of it seagoing, including three naval commands. He is the first naval officer in the history of the Irish State to serve as Chief of Defence, having previously served as Deputy Chief of Defence and Chief of Navy. He commenced his military career as an army reservist, before being selected for a naval cadetship in the Permanent Defence Forces. For over two decades he has been a change leader, contributing to ongoing transformation and positioning the

Irish forces in a post-modern setting. As Deputy Chief of Defence he led the Military input to the 2015 White Paper for Defence and on appointment as Chief of Defence, in partnership with Government, he quickly stood up implementation of over 80 major projects driving transformation. During the same period, Admiral Mellett led the Irish Defence Forces' adoption of NATO's OCC E&F and Standardisation frameworks.

Conference Tracks:

For this year's conference, papers will be presented across the following tracks:

- Accounting, Finance and Corporate Governance
- Education, Teaching and Learning
- Entrepreneurship and Small Business Management
- Industrial Relations
- Human Resource Management
- CSR, Business Ethics and Sustainability
- Operations and Distribution Management
- Strategic Management
- Leadership & Organisational Behaviour
- Critical, Theoretical and Methodological Issues in Management
- International Business
- Technology and Innovation Management
- Marketing and Services Management
- Healthcare and Public Sector Management
- Tourism, Hospitality and Food

In addition to the keynote speeches and paper presentations, the conference will also feature:

- a Doctoral Colloquium chaired by Professor Matthias Beck (Dean of Research, UCC)
- a Meet the Editors session with Professor David Collings (Journal of World Business) and Professor Anthony McDonnell (Human Resource Management Journal)
- an Early Career Workshop led by Dr. Christine Cross, IAM Vice Chair
- a symposium on research funding led by Dr. Sean Lucey (Research Manager, College of Business and Law, UCC)
- Irish Academy of Management Special Interest Groups symposia

Finally, the conference gala dinner will be held in the historic Cork Goal, a former prison close to UCC. We look forward to welcoming you Cork in September!

Ronan Carbery & Ultan Sherman

Conference Co-Chairs

iam2018@ucc.ie

2018 IRISH ACADEMY OF MANAGEMENT ANNUAL CONFERENCE, UNIVERSITY COLLEGE CORK

DOCTORAL COLLOQUIUM



The conference will be preceded by a Doctoral Colloquium which will provide doctoral students from Ireland and internationally the opportunity to meet and exchange ideas and knowledge.

The doctoral colloquium will provide an opportunity for PhD students to present and discuss their research and network with other doctoral students and experienced academic experts.

The colloquium will be chaired by Professor Matthias Beck (Dean of Research, UCC).

We warmly welcome doctoral students who have indicated a preference to present their research in the main conference to also register for the doctoral colloquium once registration opens.

We look forward to welcoming you to Cork and to Cork University Business School, UCC!

SPECIAL INTEREST GROUPS (SIG) UPDATE

The IAM Teaching and Learning Special Interest Group is pleased to announce that a SIG event 'Teaching and learning interventions for the modern workforce – exploring new ideas and partnering models' will take place on May 1st at Waterford Institute of Technology Business School from 9.30-1pm.

The growth and use of new learning platforms and the emergence of digital technologies has become a key trend evident in both business and educational environments. In the business context a focus has been placed on elaborating the challenges for leaders as they work to harness technology to enhance an organisation's competitiveness. Equally in the business school environment, efforts have been made to encourage the application of digital technologies to enhance the flexibility of offerings and the ease with which executives and students might access teaching and learning materials. However while the importance of applying new innovations and technologies in the classroom is well considered, less attention has been given to the competencies and resources required to teach and learn in this new digital environment. This seminar will seek to address some of these concerns.

We will bring together academics with expertise in managing and applying new technologies in the facilitation of executive education and explore a case study of the use and application of blended learning in supporting the delivery of a new part-time offering. Finally we will examine changing workforce learning needs and customised learning developments and partnerships with industry.

The purpose of the SIG event will be to outline new developments and innovations in teaching and learning with a specific focus on executive and part-time learners.

The value of the SIG event will be to share research and expose colleagues to developing and new practices in a range of business school contexts. It is also hoped that participants will contribute to the discussions and examine potential fruitful avenues for collaboration or further research in this area.

Who Should Attend

This event is aimed at academics, researchers and doctoral students in business/management who are interested in the ways in which business school academics are responding to the new teaching and learning dynamics of the modern workforce.

Speakers

- Professor Tazeeb Rajwani, Professor and Head of Executive Education, Essex University
- Professor Lisa Andersen, Associate Dean Postgraduate, Liverpool University
- Dr Anthony Foley, Lecturer in Marketing, WIT Business School
- Professor Irene Sheridan, Head of Extended Campus, CIT

Event Fee

- IAM Student members: FREE
- IAM members: FREE
- Non-IAM members: €20

Contact

For further information on this event please contact the seminar organiser:

Prof. Denis Harrington – dharrington@wit.ie
IAM Teaching and Learning SIG Chair

Details

Date: Tuesday 1st May

Time: 09.00 – 13.00

Venue: Business School, Waterford Institute of Technology (Auditorium, Tourism and Leisure Building), Main Campus, Waterford

RECENT MANAGEMENT EVENTS

DCU Women in Family Business & Leadership Series

Three inspiring women shared their stories of entrepreneurial success in the face of adversity during the latest event (in November 2017) in the DCU Women in Family Business & Leadership Series. Speakers included **Peaches Kemp** of ITSA, Hatch & Sons and Alchemy; **Orlaith Carmody** of Gavin Duffy and Associates and **Roslyn Bell** of Commonhall Apartments. Organised by DCU Business School's Centre for Family Business, the event titled Flourishing in the Face of Adversity: Rebuilding Resilience in the Workplace addressed the unique challenges faced by our female leaders and the inspirational ways in which these challenges can be conquered. Addressing an audience of business professionals from a wide range of industries, the speakers shared their personal experiences of entrepreneurship and growing successful businesses while confronted with serious personal and professional challenges. While the property, food and business coaching industries each face unique challenges, the speakers shared common stories of resilience and determination to overcome serious setbacks. Each of the featured companies is a family business, which proved in all cases to be a source of strength and support during tough times. All speakers recounted moments of occasional friction and the need to manage relations in a family environment. Focus, ambition, hard work and strong business management have clearly paved the way for success among all three women's companies. Setbacks are inevitable and the panellists shared great advice and inspiration for resilience and perseverance.

DCU Business School Director of Research at the Centre for Family Business and Professor of Entrepreneurship Maura McAdam continued to develop the concept of "courage capital", advising the group to make a tribe and "surround yourself by mentors and advisors" to face challenging times. Highlighting strong business ethics, Peaches Kemp advised, "Managing your relationships is one of the most important things you can do". She further counselled the group to "be kind to yourself, surround yourself with great people, don't be afraid to fail" and quoting Martin Naughton of Glen Dimplex, "if you don't innovate you'll evaporate".



GMIT (Galway-Mayo Institute of Technology) School of Business Hosts Public Lecture by Mr Kevin Cardiff



In November 2017, GMIT School of Business hosted a public lecture by Ireland's representative on the EU Court of Auditors, Mr Kevin Cardiff called 'Money, Markets and Ireland'. Mr Cardiff was the former Secretary General in the Department of Finance prior

to taking up his appointment at the Court of Auditors in 2011. Mr Cardiff spoke about his role at the Court of Auditors and discussed his book: 'Recap: Inside Ireland's Financial Crisis' which describes the difficult choices that had to be made during the global financial crisis.

European Institute for Advanced Studies in Management (EIASM) Doctoral Seminar

Professor Graham Heaslip, Head of GMIT School of Business, co-chaired the Eden Doctoral Seminar on Humanitarian Supply Chain Management in May 2017, which was organised by the European Institute for Advanced Studies in Management (EIASM). The seminar took place at the Hanken School of Economics, Helsinki, Finland. The aim of the seminar was to further the understanding of supply chain management concepts and processes in different contexts. The seminar focused on analysing and conducting SCM research in the area of disaster relief.

2017 IITD National Learning and Development Conference, 7th December 2017

The 2017 IITD National Learning and Development Conference on "The Workplace of the Future: Learning and Development Leadership for a new Era" was held in collaboration with Dublin City University Business School (DCU) and CIMA, among others (see the IITD webpage for more information: <https://www.iitd.ie/EventsNetworking/IITDNationalConference2017.aspx>) on 7th December 2017 in Croke Park. It was sponsored by HPC.

Dr. Claire Gubbins, Dr. Lisa Van der Werff and Dr. Brian Harney of DCU Business School were keynote speakers at this event on the topic "Views of HRD and the C-Suite: Are we data-driven HR/D strategic business partners". IITD commissioned a study with Dublin City University, partnering with CIMA asking about the extent to which HR/D professionals are in strategic business partner positions and about the level at which data driven/data analytics is important on the HR/D agenda. The study explores how HR/D professionals engage in data-driven decision making and the implications of this. It reviews the extent to which HR/D professionals are active strategic business partners and explores the views of both HR/D professionals and the C-Suite. It will consider the impact of strategic business partnering and data-driven decision making on key business performance metrics. The preliminary results were presented at the IITD Conference. The event had over 250 of Ireland's L&D and HR professionals in attendance.

UPCOMING MANAGEMENT EVENTS

'Irish Pension Policy: Objectives for Pillars 1 & 2', 29 June 2018

'Irish Pension Policy: Objectives for Pillars 1 & 2',

The Government is considering legislation to require employers to automatically enrol employees into pension schemes. The theme of this conference, organised by Maureen Maloney (Management Discipline at NUI Galway), is designed to provoke a discussion of our objectives for Pillar 1 (State contributory and non-contributory pensions) and Pillar 2 (occupational pensions). This is an annual conference, attended by academics, government policy makers, practitioners and trade unionists. At this conference, academic papers will be followed by a round table discussion with representatives from organisations that represent groups of Irish residents who generally do not save using an occupational pension plan.

29th June 2018, 09:00-13:00

Sponsor: PPRG (Pension Policy Research Group)

Location: Trinity College Dublin, Aras an Phiarsaigh, (Business School Building)

For more information, contact
maureen.maloney@nuigalway.ie

Launch of the Human Resource Research Centre, Cork University Business School, University College Cork, May 16th 2018

We are excited to inform you of the launch of a recently approved research centre at University College Cork. The Human Resource Research Centre (HRRC), Cork University Business School, brings together scholars researching in the domains of human resource management, leadership, organisational behaviour, talent management and learning and development. UCC has a burgeoning research community in this field as demonstrated by regular publications in the leading academic journals, production of text books, book chapters, attraction of research funding, and awarding of best conference papers. Centre members hold editorships of Human Resource Management Journal and the European Journal of Training and Development, two important journals in their respective fields. We have a membership that hold Chartered Membership of the Chartered Institute of Personnel and Development (CIPD) and qualified occupational and work psychologists.

Co-directed by Prof. Anthony McDonnell and Dr. Ronan Carbery, the HRRC aims to become known as a leading national and international centre for the advancement and sharing of knowledge on the practice of effective people management.

You are invited to join the Co-Directors on the evening of May 16th (welcome reception to commence at 5.30pm) where the HRRC will be launched and the inaugural public lecture will take place. This lecture will see Oonagh Buckley, Director General of the Workplace Relations Commission speak on the topic, "We" to "I": How Irish workplaces are handling the move from collective to individual disputes. Following the talk, a panel discussion will take place involving Prof Bill Roche, Mike Crowley (HR Director, Pfizer Ireland) and Paula O'Sullivan (Global HR Director, Fexco).

For further information on the Centre and/or to ensure you are on our mailing list for events, please contact Anthony [anthony.mcdonnell@ucc.ie] or Ronan [ronan.carbery@ucc.ie]

Pensions: Inclusion, communication & accountability, 20-21 September 2018

Maureen Maloney, Management Discipline at NUI Galway, is organising and chairing a conference on pensions in September 2018. Pensions are a major area of social policy. They affect all residents as contributors to and/or beneficiaries of a country's pension system, currently or in the future. Many governments are implementing reforms that increase participation in private occupational and personal pensions. These reforms bring issues of inclusion, communication, and accountability to the fore. This conference will examine some of these questions: What is the best way to include unpensioned groups (typically young, female, and/or low paid workers with weak labour market attachments) in a pension system? In a defined contribution and privatised pensions world, can communication and education encourage individuals to make better financial decisions to improve their future financial security? As governments move to reduce a future over-reliance on public pensions, who is accountable for ensuring that future old age income is secure, adequate and is not eroded by fees and poor pension decisions?

Sponsors: ENRSP (European Network of Retirement Savings & Pensions)

Location: National University of Ireland Galway, Aula Maxima

For more information, contact
maureen.maloney@nuigalway.ie

UPCOMING MANAGEMENT EVENTS

Trinity Research in Social Sciences (TRiSS) invites you to the “Learning by Doing” Quantitative Research Methods Course, Mon 16 – Fri 20 April 2018 at Trinity College Dublin.

The 5-day course is designed to provide postgraduates, PhD students and researchers in the social science area with training in both basic and advanced quantitative research methods using commonly used statistical tools including SPSS, AMOS and Mplus. Topics include research design, measurement, reliability, validity test, multiple linear regression, mediation, moderation, moderated mediation test, structural equation modelling (SEM), and mediation & moderation SEM. After the summer school you will be able to understand a range of quantitative research methods and apply these techniques to your own data analysis journey.

For more information please see: www.tcd.ie/triss

Undergraduates and Cases: Transform your Teaching, 11 May 2018 at Friends House, 173 - 177 Euston Road, London, NW1 2BJ

You'll hear from a number of expert speakers, experience a case class and have the opportunity to ask questions, share experiences and gain the confidence and know-how you will need to start using cases with your undergraduates.

Participants will:

- gain an appreciation of why the case method is so effective when used with undergraduates
- learn new ideas for using cases with undergraduates
- get expert tips and tricks for dealing with younger students and larger classes
- explore and dispel some of the myths surrounding the use of cases with undergraduates
- share experiences on how to best apply the case method to students who have limited work experience
- understand how cases can be used to assess undergraduates.

The early bird fee for the day is £40 (€45, \$55), with the standard rate of £65 (€75, \$85) coming into effect on 1 March 2018. Your fee includes course materials and lunch.

To find out more please visit
www.thecasecentre.org/London2018

For further details on all Special Interest Groups and upcoming events, please see:
www.iamireland.ie/sigs.html

RECENT BOOK LAUNCHES, PUBLICATIONS, APPOINTMENTS & AWARDS



Left to right: Dr Tom O' Toole, Head of WIT School of Business, Dr Felicity Kelliher, WIT and book co-author, Dr David Dempsey, Senior Vice President Salesforce and book co-author, Prof Denis Harrington, Head of Graduate Business, WIT

The launch of the book 'Industry Trends in Cloud Computing: Alternative Business-to-Business Revenue Models' by David Dempsey and Felicity Kelliher, Palgrave MacMillan took place on January 17th 2018 at Waterford Institute of Technology

Exploring the Cloud Computing (CC) commercial landscape as it matures; this book asserts that the key ingredient in sustaining the Software as a Service (SaaS) business model is subscription renewal. Chronicling the evolution and future trajectory of the CC concept, the authors examine the new paradigm it is creating for the distribution of computer software applications among business-to-business (B2B) clients. CC enabled SaaS has been fundamentally changing the revenue expectations and business model for the application software industry, and impacting on how SaaS providers pursue, acquire and retain B2B clients. Securing SaaS subscription renewal is critical to the survival and prosperity of this business as attrition can have a significant impact on the financial viability of SaaS businesses based on this model. Focusing on the B2B client and the SaaS industry dependency on renewal subscriptions delivered through the CC channel, the primary research presented in this book seeks to examine the key drivers behind the B2B SaaS subscription renewal decision and, in doing so, to explore the recurring revenue framework for the Cloud SaaS business.

Dr Pat Collins, School of Geography and Archaeology NUI Galway and Professor James Cunningham, Newcastle Business School, Northumbria University have published a monograph of **Creative Economies in Peripheral Regions** with Palgrave MacMillan. This monograph exclusively focuses on the creative economy in peripheral regions using comparative data from four peripheral regions in Europe. The monograph also focuses on business models for emerging companies in peripheries regions and outlines some policy recommendations URL

www.palgrave.com/de/book/9783319521640#aboutBook



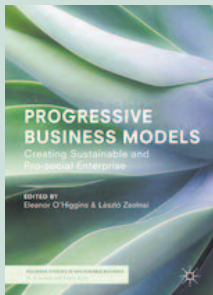
Professor James Cunningham, Newcastle Business School along with Professor Maribel Guerrero University of Deusto, Spain and Professor David Urbano Universitat Autònoma de Barcelona, Spain have published an edited volume for the World Scientific Reference on Entrepreneurship Series

on the theme of Entrepreneurial Universities- Technology and Knowledge Transfer. With multiple contributions the edited volume provides a comprehensive analysis of entrepreneurial universities and highlighted efforts undertaken by numerous universities to partner with industry and develop on entrepreneurial culture on campus. www.worldscientific.com/worldscibooks/10.1142/9874-vol1

Professor Regina Connolly (DCU), a member of the Irish Academy of Management Council, has been appointed as a member of LERO, the largest SFI funded software Research Centre in Ireland. Her appointment represents recognition among the scientific and technology research communities of the value of interdisciplinary research collaboration and in particular the benefit that can be provided by perspectives within the business and humanities disciplines.

Interdisciplinarity is both a major challenge and opportunity facing the Irish research community. Some of the biggest problems facing the world today, such as climate change, water and health, have a social or economic basis and to successfully address these grand challenges requires different ways of thinking about them outside of rigid disciplinary boundaries. Research collaborations that transcend conventional academic boundaries are more likely to provide successful solutions to these challenges. They also represent a welcome counter-response to the hyper-specialization that is manifesting in some academic disciplines.

RECENT BOOK LAUNCHES, PUBLICATIONS, APPOINTMENTS & AWARDS



Eleanor O'Higgins and Laszlo Zsolnai have published an edited volume entitled; Progressive business models: Creating sustainable and pro-social enterprise. A number of exemplary cases of "progressive business, understood as ecologically sustainable, future-respecting and pro-social

enterprise" are presented in this book. The cases cut across a range of industries, including ethical and sustainable banking, artisan coffee, pharmaceutical, clean technology, governance in retailing, responsible hospitality and consumer goods. The business model as well as problems and challenges faced by the organisations are presented for each case. More details on the book can be found on the publishers weblink - Palgrave Macmillan:

www.palgrave.com/de/book/9783319588032#aboutBook



Dr Alma McCarthy, Senior Lecturer in Management in the School of Business and Economics, NUI Galway, has won grant funding as Principal Investigator to the value of €256,000 from the very competitive Science Foundation Ireland Science Policy Research Programme. The project is entitled Achieving Scientific Excellence and Impact in Ireland:

The Role of Talent and Human Capital Management. Dr Denise Holland, Lecturer in International Management in the School of Business and Economics, NUI Galway, is a co-applicant on the grant and the project brings in research partners from Finland, New Zealand, the US and Hong Kong. The grant will fund a postdoctoral researcher for three years and will commence March 2018.

Dr Edgar Morgenroth joins Dublin City University Business School as full Professor of Economics. He was previously Associate Research Professor at the Economic and Social Research Institute (ESRI). He is also an independent member of the National Economic and Social Council (NESCC), a Fellow of the UK Academy of Social Sciences and a Fellow of the Regional Studies Association.



DCU Business School has been awarded Small Business Charter status by the Association of Business Schools as announced today, (June 13th 2017). This award is in recognition of the effective role DCU plays in supporting the development of small and medium sized businesses in Ireland and in promoting entrepreneurship, among its students and within the Irish entrepreneurship ecosystem. DCU is the first university in Ireland to receive this prestigious accreditation.

The Assessment Panel noted that "the whole institution is a dedicated facility with the capability and capacity to respond to the needs of small business across the complete university portfolio". The Charter recognised the extensive and effective engagement with businesses and entrepreneurs across DCU, including DCU Business School, DCU Invent, DCU Ryan Academy for Entrepreneurs, DCU Alpha Innovation Campus, the DCU Centre for Family Business and IC4 (Irish Centre for Cloud Computing and Commerce). DCU Business School was commended for its 'track record of engagement with SMEs and profound understanding of SMEs by faculty'.

The Small Business Charter recognises world-class business schools that play an effective role in supporting SMEs, student entrepreneurship and economic development.



GMIT (Galway-Mayo Institute of Technology) School of Business nominated Mr Pat McDonagh for the GMIT Honorary Fellowship which was conferred on Mr McDonagh in November 2017. The citation on the fellowship read, in recognition of his outstanding contribution to Entrepreneurship, Management, Business Innovation, and his tremendous commitment and sponsorship of charity, the local community and sporting life.

RECENT BOOK LAUNCHES, PUBLICATIONS, APPOINTMENTS & AWARDS



Lucia Cloonan, lecturer in the School of Business GMIT (Galway-Mayo Institute of Technology) recently won the **GMIT President's Award for Teaching Excellence**. Lucia has a BA in Hotel & Catering Management, an MBS in Tourism & Travel Management, an MA in Interactive Media, and a Postgraduate Diploma in Teaching, Learning & Assessment. She is currently completing an MA in Teaching & Learning at GMIT. Lucia has also lectured at Saxion University, Deventer, The Netherlands.

Head of the Department of Accounting and Information Systems, Mr Eamon Walsh says: "Lucia has made a significant contribution to enhancing the quality of learning and teaching in the School of Business. Lucia's concept of teaching is student-centered. A key aspect of Lucia's teaching is her strong commitment to maintaining and improving academic standards. Lucia's teaching is informed by research, scholarship and up-to-date practice.

A recent study on **Achieving HRM Effectiveness, which was conducted by Trinity Business School in conjunction with Abrivia** surveyed over 7,400 companies and over 45,000 employees in a range of service industries in Ireland in Dec 2017. The results reveal that most organisations have designed effective HRM practices such as equal opportunities (92%), using teams (89%), on-job training (77%), and development performance management (71%). In contrast, organisations' HRM system strength was perceived much lower. HRM system strength refers the extent to which an organisation's HR practices have been communicated/translated to employees, particularly in a clear, coherent and consistent manner. The scores for HRM system strength from employers (management) are much lower than for HRM practices. Also larger gaps exist between employers and employees on HRM system strength compared to HRM practices. All these findings reveal the fact that organisations that have designed a system of HRM practices need to be able to translate and implement them to their front-line employees in order to achieve higher level of HRM effectiveness. A full report of the survey could be downloaded at: <https://www.abrivia.ie/abrivia-salary-survey-2018>. For further information please contact Dr Na Fu (funa@tcd.ie), Associate Professor of HRM at Trinity Business School.

DCU Executive MBA wins gradireland Higher Education Award, November 24th, 2017



DCU Business School's Executive MBA has won the 2018 gradireland Higher Education Award in the category of Postgraduate Course of the Year in Business, Finance & Management. This major accolade recognises the Executive MBA's unique strengths in developing future business leaders and enhancing their career prospects.

Dublin City University Executive MBA is the only MBA programme in Ireland to hold this accolade which is testament to its strong position in the market and its externally validated reputation.

gradireland Higher Education Awards recognise excellence in the provision of postgraduate education in a number of categories. Expert panellists drawn from industry, careers and education evaluate and adjudicate upon shortlisted courses and select the winning programme of the year. gradireland judges remarked that: *"The transferable skills from this course, built through facilitation & a personal development style versus traditional lecture delivery, are particularly impressive"*

Intel Award for MSc in International Management – Highest academically performing students, NUI Galway

NUI Galway student Clare Silke scooped the Intel Award valued at €1,000 for highest academically performing student on the MSc International Management programme for 2016/17, in the Discipline of Management at NUI Galway. NUI Galway's formal celebration of University Scholarships, prizes and gold medals recently took place in the Bailey Allen Hall, Áras na Macléinn. The celebration consisted of an address by the President of NUI Galway followed by a presentation of an award by the President to each winner and a reception in Áras na Mac Léinn afterwards.



Left to right' 'Dr Majella Giblin, Professor John McHale, President Ciarán Ó hÓgartaigh, Clare Silke, Paul Skully (Vice President HR, Director of EMEA, Intel), Dr Denise Holland, Dr Tom Acton'

RECENT BOOK LAUNCHES, PUBLICATIONS, APPOINTMENTS & AWARDS

Focusing on the specific challenges of research design and exploring the opportunities of conducting research in humanitarian logistics and supply chain management, the **Palgrave Handbook of Humanitarian Logistics and Supply Chain Management** is a significant contribution to future research. Covering a wide variety of topics including risk and resilience and the impact of humanitarian logistics on capacity building, sustainability and the local economy, it also explores the need for scalability and co-ordination in the humanitarian network. Professor Graham Heaslip, (Galway-Mayo Institute of Technology) contributed two chapters to the book which provide important insights on future directions and offer crucial guidance for researchers conducting projects within the field.

- Heaslip, G., Tatham, P and Vaillancourt, A., (2018) Developing individual competencies for humanitarian logistics, (Chapter 12) The Palgrave Handbook of Humanitarian Logistics and Supply Chain Management, Eds Kovacs, G., Spens, K., and Moshtari, M. Palgrave Macmillan, UK pp.395-415.
- Heaslip, G., and Kovacs, G., (2018), Governance of service triads in humanitarian logistics, (Chapter 13), The Palgrave Handbook of Humanitarian Logistics and Supply Chain Management, Eds Kovacs, G., Spens, K., and Moshtari, M. Palgrave Macmillan, UK pp.417-444.

DCU Business School ranked first in Europe for faculty gender balance in latest Financial Times Top European Business Schools ranking

Dublin City University (DCU) Business School has emerged as the top business school in Europe for faculty gender balance. Almost half of DCU Business School's faculty members are female and the Executive Dean of the Business School is Professor Anne Sinnott. The business school has been placed overall joint 88th in the latest ranking of European Business Schools from the Financial Times (FT). DCU Business School is one of only two Irish business schools to feature in the top 95 in the ranking which measures the quality and breadth of business schools' postgraduate programmes. This evaluation is based on performance in the Financial Times' main annual rankings: MBA, Executive MBA (EMBA), Masters in Management (MiM) and executive education.

Commenting on this achievement, Executive Dean of DCU Business School Professor Anne Sinnott said, "We are honoured to be recognised in this prestigious ranking for our commitment to gender equality and diversity... .In the Business School, we are actively involved with the 30% Club, whose goal is to increase female board representation in FTSE-100 companies. We consider gender balance in the Business School to be among our greatest strengths and we are proud to have that recognised today."

NUI Galway is inviting applications for 5 professorial appointments at the J.E. Cairnes School of Business and Economics

From its position on the very edge of Europe, NUI Galway reaches out to the world, and has the most diverse student body in Ireland. Academic leadership, Irish language and culture, and community outreach play strong roles in the student experience. J.E. Cairnes School of Business and Economics has developed a multi-year action plan to cement its position as a leading national and international business school. The 5 new Professors will be instrumental in achieving this ambition.

NUI Galway looks forward to working with the successful candidates over the over the coming years and to achieving further success for this incredible University and city.

Applications are invited for the following appointments:

- Personal Professor of Public Sector Management
- Personal Professor of Entrepreneurship & Regional Development
- Personal Professor Business & Society
- Established Professor of Innovation
- Established Professor of Strategy, Leadership and Change

For more information, please see: www.nuigalway.ie/cairnes/jobs/

RECENT JOURNAL PUBLICATIONS BY IAM MEMBERS

Sarmiento, R., Whelan, G. and Thürer, M. (2018) A Note on 'Beyond the Trade-off and Cumulative Capabilities Models: Alternative models of operations strategy'. *International Journal of Production Research*. Accepted 21 Dec. 2017, Published online: 26 Jan 2018, DOI: <http://www.tandfonline.com/doi/full/10.1080/00207543.2018.1428773>

Sarmiento, R., Whelan, G. and Sprenger, J. (2018) Case Studies and Popperian Falsification: A Note on Flyvbjerg's 'Five Misunderstandings About Case-Study Research'. *Forum: Qualitative Social Research*. Vol. 19, No. 1, DOI: <http://dx.doi.org/10.17169/fqs-19.1.2556>

Ryan, P.; Giblin, M.; and Andersson, U., Clancy, J. (2018) "SUBSIDIARY KNOWLEDGE CREATION IN CO-EVOLVING CONTEXTS", *International Business Review*. DOI: <https://doi.org/10.1016/j.ibusrev.2018.02.003>

EARLY RESEARCHER PROFILE



Philip O'Donnell

PhD Research Scholar,
DCU Centre for Family Business
Dublin City University,
Dublin 9, Ireland

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Philip was last year's recipient of the IAM Best Doctoral Paper Award at Queen's University Belfast. His paper, entitled *Don't Take It Out of Context: A Study of Entrepreneurship in a Nairobi Slum*, was based on his (ongoing) doctoral research at Dublin City University, where he is in the third year of his doctoral candidature under the co-supervision of Prof Colm O'Gorman and Dr Eric Clinton.

A 2012 visit to Nairobi and to the informal settlement of Mukuru piqued Philip's interest in the complex machinations of communities as poor and as marginalised as this – when the State turns a blind eye and when surging populations become too much for the relatively ill-equipped international aid community to deal with, what secures the livelihoods of its hundreds of thousands of residents?

The answer, for most, is low-level entrepreneurship, but the livelihoods that this entrepreneurship supports are rarely 'secure'. Philip's PhD looks into the entrepreneurial ecosystem of Mukuru, and into the economic realities of a handful of the world's 880m slum dwellers. His methods are deeply qualitative – he has conducted two periods of ethnographic fieldwork, totalling 4.5 months – as he seeks to understand and portray the challenges (and opportunities) that such settings present. He is seeking to extrapolate from these grounded observations some more general insight concerning the profound, and sometimes vital, link between context and entrepreneurship.

INVITATION TO SUBMIT



The Irish Journal of Management is the leading national journal for management research in Ireland. The journal, which is peer reviewed, features in both the Association of Business School (ABS) and Australian Research Council (ARC) journal rankings. The editors welcome submissions from scholars researching in the broad discipline of management. This includes research papers (conceptual papers, literature reviews, critiques, quantitative and qualitative studies), teaching submissions (e.g. case studies, contributions on pedagogical issues), and book reviews. Submissions for Special Issues on topics relevant to the discipline will also be considered.

For more information and submissions, please see www.degruyter.com/view/j/ijm

Call for Papers - DCU to host the Academy of Management HR Division International Conference (HRIC)

Dublin City University, 9 - 11 Jan 2019

We are pleased to announce that the 3rd HR Division International Conference (HRIC) will be held in Dublin, January 9-11 2019, co-sponsored by the HR Division of the Academy of Management (AOM) and Dublin City University. Reflecting the AOM's increasingly diverse membership base, the HRIC conferences are designed to further integrate the global community and disseminate HR knowledge to management researchers and practitioners wherever they live and work. Building on the successes of the first HRIC in Beijing, China (2014), and the second HRIC in Sydney, Australia (2016), the third HRIC, seeks to advance of understanding of HRM in the global context under the theme of 'Navigating the Shifting Landscapes of HRM'. This theme allows for conversation and debate on key changes and challenges confronting HR as framed by factors such as resurgent nationalism and the (im)mobility of talent, the future of work and employment, and the implications of the HR/technology interface.

Key dates are as follows:

May 2018 - Deadline for submissions
August 2018 - Feedback to author(s)
January 2019 - 9th-11th, 3rd HRIC Conference

For full details see: <http://www.hric2019.org/>
Please email with any inquiries: hric2019@dci.ie
Conference Chairs: Brian Harney & David G. Collings



An Cumann le Léann Ceanadach in Éirinn
Association of Canadian Studies in Ireland
Association irlandaise d'études canadiennes

Call for Papers - Association for Canadian Studies in Ireland (ACSI) 19th Biennial Conference, 'Canadian Re-Generation(s)'

Waterford Institute of Technology,
26th - 28th April 2018

This conference aims to examine the theme of re-generation(s) in relation to Canada (past, present and future) from a wide range of interdisciplinary perspectives. Papers are invited on, but not limited to, the following topics:

Re-writing Canada; Re-imagining Canada; Re-invigorating Canada; Re-mapping Canada; Re-telling Canada; Resisting Canada; Re-visualising Canada; Re-designing Canadian Education; Re-framing Canadian socioeconomic structures; Canadian Peoples; Evolving Language in Canada; Immigration; Family structures; Canada and the Digital Age; Waves/Movements in Canadian History; Canada and the Global Context

Please send abstracts of no more than 300 words, along with a brief biography (50 words) to acsi1982secretary@gmail.com

Submissions in French or English are welcome; as are comparative approaches, especially in the domain of Irish-Canadian relations.

Organising Committee:

Dr Julie Rodgers, ACSI President
Dr Riana O'Dwyer, ACSI Secretary
Mr John Maher, ACSI Treasurer
Dr Richard Hayes, ACSI Executive Committee

Please address any general queries to Julie.rodgers@mu.ie or jmaher@wit.ie

INVITATION TO SUBMIT

Call for papers - The First Global Conference on Creating Value In partnership with the Customer Value Foundation Leicester Castle Business School (De Montfort University, Leicester, UK) , May 23-24, 2018, Supported by The Journal of Creating Value

How do we create and assess 'value(s)' in a turbulent global economy? Value creation underpins all business transactions and engagement (Mahajan, 2016). We all seek value for our businesses, as well as for ourselves and for our society. However, because we are so immersed in our day-to-day functional management, we often overlook opportunities for value creation, possibly to the detriment of our businesses and societal needs (Eisenhardt & Martin, 2000). In the First Global Conference on Creating Value, business leaders/practitioners and leading academics from around the world will come together to exchange views, and to share and learn from each other regarding the problems, the potential and the real life uses of value creation, and how it can transform management, organizations and institutions. We welcome innovative and fresh and thought-provoking approaches. Indicative suggested topics, among others, include: value creation for customers; creating value for your businesses and society; value destruction; values and the relationship with (organizational) culture(s).

Confirmed Leading Thought-Developers and Speakers include:

- Prof Chris Baker - William Temple Professor of Religion and Public Life at Goldsmiths, University of London and Director for Research at the William Temple Foundation, UK
- Ann Francke – CEO, Chartered Management Institute, UK
- Prof Christian Grönroos - Professor Emeritus of Service and Relationship Marketing at Hanken School of Economics, Finland
- Prof Stuart L. Hart - the Steven Grossman Endowed Chair in Sustainable Business, University of Vermont, Co-Director of the new Sustainable Entrepreneurship MBA (SEMBA) Program, USA
- Prof Irene Ng - WMG, University of Warwick, UK
- Prof Peter Shaw - Founding Partner and Executive Coach - Praesta Partners, former Director General – UK Govt
- Prof Michael Shafer - Founder and President – Warm Heart (NGO)
- Angus Thomson - Head, Vaccine Confidence & Coverage at Sanofi Pasteur
- Prof Stephen Vargo - Professor of Marketing, Shidler College Distinguished Professor, University of Hawai'i at Mānoa, USA

Key Dates:

- 31st December 2017: Deadline for submission of abstracts, session proposals
- 31st January 2018: Notification/Decisions returned on abstracts and submissions
- 5th February 2018: Early Registration
- 30th March 2018: Author submission of final papers/sessions
- 30th March 2018: Registration Deadline

Website:

www.dmu.ac.uk/about-dmu/schools-and-departments/leicester-castle-business-school/the-first-global-conference-on-creating-value.aspx

Enquiries and further information: Peter.stokes@dmu.ac.uk / or creatingvalue2018@dmu.ac.uk

Call for Papers: Journal of International Entrepreneurship -Special Issue on Looking Inside Born Globals and International New Ventures: Strategic Orientations for International Growth

The purpose of this special issue is to shed new light on the nature of strategic orientations adopted by BGs/INVs (Born Globals/International New Ventures) and their respective impacts on their international growth and performance. We invite researchers to submit conceptual and empirical papers on any issue that addresses strategic orientations in BGs/INVs. Specifically, this issue invites papers that advance knowledge on the internal environment under which strategic orientations emerge, develop, interact, and are implemented by BGs/INVs.

Please visit the Journal of International Entrepreneurship website for format and styling and submit papers on-line to the journal **no later than 31 July 2018**.

Submit to the Journal of International Entrepreneurship at <http://jien.edmgr.com>, click on Submit a New Manuscript, select: Article Type and continue onward. Editor in Chief: Hamid Etemad. Guest Editors: Natasha Evers, Gabriela Gliga and Alex Rialp-Criado

DATES FOR YOUR DIARY

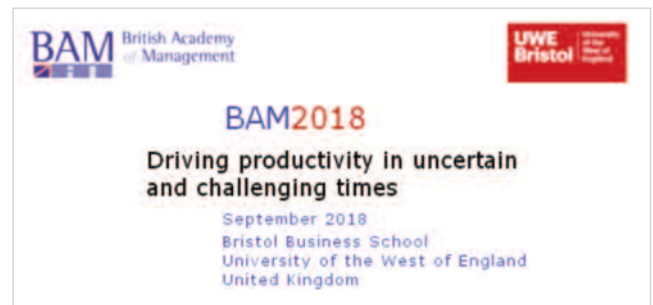


21st Annual Irish Academy of Management Conference, 3rd-5th September 2018

'Does Management Matter?'

University College Cork, Ireland

Full details relating to the 21st Annual IAM Conference can be found at: www.iamireland.ie



2018 British Academy of Management Conference, 4-6th September 2018

'Driving productivity in uncertain and challenging times'

Bristol Business School, University of the West of England, United Kingdom

The 2016 BAM Conference is being hosted by Newcastle University from September 6 to 8 2016. This Conference is one of the largest and most prestigious international events for business and management scholars. Attracting world class researchers from over 50 countries worldwide, the conference provides a friendly, supportive environment to receive feedback, share ideas and find inspiration.

Full details relating to the BAM Conference can be found at: www.bam.ac.uk/



78th Annual Meeting of the Academy of Management, 10-14th August 2018

'Improving Lives'

Improving Health and Well-being in Society: How Can Organizations Help?

Chicago, Illinois, USA

Visit <http://aom.org/> for more details



IRISH ACADEMY
OF MANAGEMENT

Items for inclusion in IAM newsletter

Our newsletter is emailed on a bi-annual basis and aims to keep you, our members, updated on current activities and future planned events. We work in close collaboration with BAM and EURAM so that we may include updates and news on items from the British and European Academies. If you have news items that are of interest to our members, please send them to our newsletter editor and council member, Dr Majella Giblin (majella.giblin@nuigalway.ie).

IAM Council

The following are the current Officers:

<i>Chair</i>	<i>Dr Felicity Kelliher, Waterford Institute of Technology</i>
<i>Vice-Chair</i>	<i>Dr Christine Cross, University of Limerick</i>
<i>Treasurer</i>	<i>Dr. Margaret Heffernan, Dublin City University</i>
<i>Secretary</i>	<i>Dr. Teresa O'Hara, Athlone Institute of Technology</i>
<i>Membership Officer</i>	<i>Dr Noel Murray, Cork Institute of Technology</i>
<i>Newsletter Editor</i>	<i>Dr Majella Giblin, NUI Galway</i>
<i>Webmaster</i>	<i>Dr Claire Gubbins, Dublin City University</i>
<i>BAM Liaison</i>	<i>Prof Margaret Linehan, Cork Institute of Technology</i>

The other members of the council are:

Council Member	Institution	Council Member	Institution
Dr Vivienne Byers	DIT	Prof Jimmy Hill	NCI
Prof David Collings	DCU	Dr Jonathan Lavelle	UL
Prof Regina Connolly	DCU	Prof Anthony McDonnell	UCC
Dr Na Fu	TCD	Dr Kristel Miller	UU
Prof Robert Galavan	NUI Maynooth	Dr Christine O' Connor	NUI Maynooth
Prof Paddy Gunnigle	UL	Dr Michelle O'Sullivan	UL
Prof Denis Harrington	WIT	Prof Bill Roche	UCD

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) - www.accademiaaidea.it/