



IRISH ACADEMY
OF MANAGEMENT

Newsletter



A NOTE FROM THE IAM VICE-CHAIR

Dear IAM Members,

Welcome to the first IAM newsletter of 2011. This year brings the appointment of a new IAM National Council for 2011-2013 following the nomination and election process by IAM members in October-November 2010. I would like to extend a very sincere thank you to members of the IAM Council 2008-2010 for their dedicated support of the Academy and their continued commitment on a voluntary basis during their three year tenure. Many of the IAM National Council are continuing to serve on Council over the next three years and we particularly welcome new Council members. The Council has all-island representation. The following is the newly elected IAM Council:

Council Member	Institution	Council Member	Institution
Dr David Collings	NUI Galway	Dr Nola Hewitt-Dundas	QUB
Dr Edel Conway	DCU	Prof Jimmy Hill	NCI
Dr Christine Cross	UL	Carol Kelleher	UCC
Dr Colette Darcy	NCI	Dr Margaret Linehan	CIT
Dr Shirley Davey	UU	Dr Joe MacDonagh	IT Tallaght
Prof Robert Galavan	NUI Maynooth	Dr Alma McCarthy	NUI Galway
Prof Paddy Gunnigle	UL	Prof Mike Morley	UL
Dr Phil Hanlon	DIT	Dr Teresa O'Hara	DCU
Dr Denis Harrington	WIT	Dr Michelle O'Sullivan	UL
Dr Noel Harvey	GMIT	Prof Bill Roche	UCD

I wish the new Council every success over the years ahead.

The IAM Council would like to express its sincere gratitude to Dr Margaret Linehan and her team at Cork Institute of Technology for hosting a very successful conference in September 2010. The conference included three impressive keynote speakers: Professor Jean Bartunek, Boston College; John Connolly, Commercial Director at SouthWestern; and Professor Frank Horwitz, Cranfield School of Management. Thanks also to Carol Kelleher and Dr Donncha Kavanagh, UCC, who organised and hosted a very successful doctoral colloquium prior to the IAM conference.

IAM Conference 2011 will be hosted for the first time by the National College of Ireland under the stewardship of Prof Jimmy Hill and Dr Colette Darcy. The conference will take place 1-2 September 2011. The conference will be preceded by the Doctoral Colloquium 31 August 2011 in DCU and organised by Dr Brian Harney. The 2011 conference theme is Making a World of Difference: Nation Building and the Role of Management Education. Jimmy and Colette are organising what promises to be a very exciting and stimulating conference and we would encourage all our members to continue to support the Academy by submitting a paper and attending the conference. The call for abstracts has been issued with a deadline of 4 March 2011 and further information is available at www.iamireland.com

Our special thanks to Dr Joe McDonagh of the Institute of Technology, Tallaght for his leadership role on behalf of the Academy in managing our awards scheme. The very worthy recipients of the IAM Awards in 2010 were Dr Miriam Hederman O'Brien, who received the Whitaker Award, and Professor Bill Roche of UCD who received Fellowship of the IAM. Nominations are now being sought for the 2011 awards and may be made directly to Joe (Joe.MacDonagh@ittdublin.ie) who, after detailed consultation with Members of the Awards Subcommittee will then make recommendations to Council for consideration. We welcome nominations from members of the Academy before 1 March 2011. The awards will be presented at the IAM Conference dinner 1 September 2011.

Finally, I would like to thank Dr Denis Harrington for his work in designing and delivering another very informative IAM newsletter.

Every best wish for 2011.

Dr Alma McCarthy
Vice-Chair, Irish Academy of Management

Nominations for IAM Awards Programme

Fellowship of the IAM

In 2009 the Irish Academy of Management awarded its first Fellowships, and it is now receiving nominations for the 2011 award, which will be presented at the IAM conference in the National College of Ireland in September 2011.

The award of Fellowship of the IAM is intended to be for members of the IAM who have made a marked and noteworthy contribution to the discipline and/or practice of management in Ireland and/ or to the IAM as an organisation. In making your nomination, you might like to consider specifying:

- Organisation/s to which the individual has made a substantial and exceptional contribution over a sustained period of time; and/or
- The individual's publication record and/or their teaching contribution and/or courses they have instituted and/or departments they have administered; and/or
- Organising conference/s for the IAM and/or making a substantial contribution to the Council of the IAM, perhaps as an officer.

The above is meant to give some idea of the qualities that a person worthy of Fellowship should possess. It's not meant to be prescriptive; please consider those people you know who have made marked and noteworthy contributions in any or all of these areas.

The closing date for receipt of nominations, to Dr Joe MacDonagh (joe.macdonagh@it-tallaght.ie), is Tuesday March 1st 2011. Each person nominated should be proposed and seconded by someone who is a member of the IAM, along with supporting reasons for the nomination/s.

Irish Academy of Management Whitaker Award

In 2009 the Irish Academy of Management instituted the Irish Academy of Management Whitaker Award and its first recipient was Dr T.K. Whitaker, after whom it is now named. We are now receiving nominations for the 2011 award, which will be presented at the IAM conference in the National College of Ireland in September 2011.

The Irish Academy of Management Whitaker Award is intended for someone who may not be or have been a member of the IAM but who has made a substantial, probably life-time, contribution to the practice and/or discipline of management in Ireland and/or to the Irish Academy of Management. The discipline of "management" will be defined in a wide, business, sense.

The closing date for receipt of such nominations, to Dr Joe MacDonagh (joe.macdonagh@it-tallaght.ie), is Tuesday March 1st 2011. Each person nominated should be proposed and seconded by someone who is a member of the IAM, along with supporting reasons for the nomination/s.

Pictured (Attached) L-R: Dr Kieran Conboy, NUI Galway; Graham O'Sullivan, Information Mosaic; Declan Costello, Information Mosaic, CTO, Dr Tom Acton, NUI Galway; Dr Meghann Drury, NUI Galway; John Costello and Phil Mallon, Information Mosaic.

€1.1 Million for NUI Galway Enterprise Agility Group at the Centre for Innovation and Structural Change

A Dublin-headquartered market-leader for post-trade automation solutions to the global securities services industry will contribute in excess of €1 million over a five-year period to research at NUI Galway. The contribution by Information Mosaic will be geared towards the management of agile and lean systems development in the Enterprise Agility group at the Centre for Innovation and Structural Change (CISC) at NUI Galway.

A primary objective of the Enterprise Agility group is to build and maintain an international network of excellence around the management of agile and lean development, with NUI Galway firmly at the hub of this network. According to Dr Kieran Conboy, Leader of the Enterprise Agility group: "It is significant, close-knit engagement and collaboration with industry partners such as Information Mosaic that can make this goal a reality." The partnership will involve a very close working relationship between Information Mosaic and the Enterprise Agility group, including hosting of researchers, joint delivery of seminars, co-authoring of papers, and placement of NUI Galway students to work with the eight Information Mosaic staff dedicated to the project.

Declan Costello, the CTO of Information Mosaic, adds: "To stay competitive and grow our business, our collaboration with NUI Galway will help us better implement agile and lean methods in our own company and provide the opportunity for us to both be thought-leaders in this space."

Dr Kieran Conboy also referred to the key role that Dr Meghann Drury has played in creating this collaboration. "Since joining our group in February, Meghann has developed strategic links with a number of companies such as Information Mosaic, and it is great to see that her early research has led to such a large scale industry investment." Meghann is a PRTL funded postdoctoral researcher, and her work with Dr Conboy, Dr Tom Acton and Professor Willie Golden focuses on decision processes, data presentation methods, and decision quality in agile and lean environments.

The Enterprise Agility group includes a team of 20 academic staff in NUI Galway, along with five postdoctoral researchers and 12 existing doctoral students across the School of Business & Economics (Business Information Systems, Accountancy & Finance, Management and Marketing), the School of Law, the School of Psychology, Centre for Research on Occupational and Life Stress (CROLS), and Digital Enterprise Research Institute (DERI), and is supported by existing funding of over €4.2 million. Through CISC and building upon NUI Galway and the University of Limerick's (UL) collaborative alliance, the group is becoming a formal member of the Lero Software Engineering Research Centre, a Science Foundation Ireland funded CSET, and will be applying its existing research skills and multidisciplinary knowledge to the software engineering domain.



UL Research team examine the impact of the crisis on HRM in multinational firms

The storm unleashed by the global financial crisis (GFC) has hit Ireland particularly badly in comparison to more insulated and regulated European economies. The openness and liberalization of the Irish economy and its exposure to market volatility, heavy reliance on foreign direct investment (FDI) by multinationals, and the sheer scale of its domestic banking crisis and bursting of its property bubble relative to the size of its economy, constitute acute national contextual vulnerabilities.

The deterioration in Ireland's economic fortunes has highlighted just how reliant it has become on attracting and retaining FDI from multinationals, and retaining a 12.5% corporation tax rate as a vital economic policy instrument. How bad would things be if the country wasn't the beneficiary of so much FDI? Some observers would argue that Ireland has become far too reliant on FDI, at the expense of developing its indigenous industrial base - along the lines of what other small economies like Finland have achieved with Nokia etc, or the Netherlands. From this viewpoint, much more could be done to foster indigenous innovation, rather than placing too many economic policy eggs in the FDI basket.

Multi-dimensional restructuring/HR responses

In firstly looking at the overall HRM impact of the GFC on MNCs in Ireland, researchers* at the University of Limerick found extensive evidence to indicate that MNCs have been in the vanguard of organisations engaging in multi-dimensional restructuring programmes in response to the GFC, incorporating important changes in the domain of HRM. Table 1 provides a representative snapshot of MNC responses arising from the GFC to date.

Table 1: Snapshot of MNC responses to the Global Financial Crisis

- Aer Lingus:** 'Leave and return' plan whereby employees take a lump sum severance payment and leave the company before returning on reduced pay and conditions; lower new entry pay rates, voluntary redundancies and changes in working conditions. Union led.
- AXA:** voluntary redundancies, early retirement, new pay scales and a revamped profit share scheme. Agreed with Unions.
- Bausch and Lomb:** voluntary redundancies and short time working for remainder of staff. Agreed with Unions.
- Coca-Cola:** outsourcing of distribution and warehousing involving redundancies for relevant staff. Unions opposed.
- Independent News and Media:** series of new working time arrangements and pay cuts. Unions opposed.
- Dell:** loss of over 3,000 jobs through off-shoring and internal restructuring. Non-union company (but led to creation of employee representative association).
- Dublin Airport Authority:** redundancies, a pay freeze and 'Employee Recovery Investment Contribution' (ERIC) scheme (which provides for a 'repayment of savings' to employees if strict profit targets are achieved). Unions opposed.
- Element Six:** short-term working with voluntary and, possibly, compulsory redundancies. Unions opposed.
- Kingspan:** reduction in shift premium, elimination of 11% flexibreak, abolition of an incremental scale for clerical staff, e removal of profit-share scheme, reduction in overtime rate and a pay freeze. Unions opposed.
- Pfizer:** closure of one of its plants. Unions opposed.

MNC 'job churn' – concurrent job losses and creation

Given Ireland's exceptionally high dependence on MNCs and international trade, it might be expected that the decline in FDI activity during the GFC has detrimentally impacted on the MNC sector in Ireland and on staffing elements of HRM therein. Yet the findings in the research paper indicate that the MNC sector has outperformed the general Irish economy, particularly with regard to exports and employment levels. Somewhat ironically, changes generated by the GFC, most notably the substantial fall in unit labour costs, have partially helped restore the country's attractiveness as a location for inward FDI, a fact confirmed by relatively strong performance in attracting new FDI in 2009 and the early part of 2010.

It is also clear that the MNC sector has witnessed a high level of 'job churn', i.e. concurrent job losses and job creation – as illustrated in table 2. In other words, multinationals may dispose of jobs in 'old' activities but create new jobs in 'new' activities. The Limerick researchers argue that this is to be anticipated as the profile of foreign-owned companies' changes – Ireland tends to have disproportionately high numbers in manufacturing but much recent FDI activity has been in the services sector. Thus parallel MNC investment and divestment is to be expected as the sectoral distribution of MNC activity shifts over time.

In evaluating the import of their findings for the role of the HR function, the researchers identify two potentially conflicting patterns. They did not find any widespread evidence to suggest that as financial and cost concerns take centre stage, HR's role and influence will be relegated to the periphery vis a vis that of other management functions such as finance and operations.

Indeed, quite the opposite was the case. The HR function appeared to play a key role in 'delivering' responses to the GFC within MNCs. Key MNC responses such as restructuring, downsizing and changes in pay and benefits were generally managed through the HR function.

At the corporate level, the HR contribution was also evident, particularly in regard to acquisition and mergers, where HR played an important role in due diligence work with other key managers, particularly operational level managers (e.g. logistics) in evaluating sites, deciding on investment/divestment, outsourcing, evaluating and addressing labour costs, etc.

But there also appears to be significant re-structuring of, and financial pressure on, the HR function in MNCs. This was generally manifested in cuts in HR personnel (one leading financial institution indicated that numbers employed in HR had been reduced by 25%). More often than not, these pressures to slim down the HR function were linked to a shift to shared services centre (SSC) provision, and sometimes to 'off-shoring' of such provision. It appears that the GFC is serving to significantly accelerate this trend.

On balance, the jury is still out regarding the overall impact of the GFC on the role and influence of HRM. While many of the operational responses to the crisis involve a strong HR dimension, there is also evidence of the slimming down of the HR function.

We would like to acknowledge Dr. Tony Dobbins, Industrial Relations News, and Prof. Paddy Gunnigle for contributing this article to the IAM newsletter.

** The item is based on a forthcoming paper entitled "Weathering the storm? Multinational companies and human resource management through the global financial crisis" written by Paddy Gunnigle, Jonathan Lavelle and Sinead Monaghan, Kemmy Business School, University of Limerick. The research is supported by the Irish Research Council for Humanities and Social Sciences.*

News Items

Prof Kevin Leyden of CISC Coordinates and Judges Early Career Researchers Contest at Globe Forum 2010

Professor Kevin Leyden of the Centre for Innovation and Structural Change worked in collaboration with Globe Forum 2010 on the Early Career Researchers Contest, which focussed on Innovative Research Projects on Sustainability. Professor Leyden coordinated the contest and was on the judging panel.

Globe Forum, in association with IRCSET, Dublin City Council, Accenture, Enterprise Ireland, IDA, SFI, UCD/Trinity Innovation Alliance, SEAI and other university partners, sought early career researchers to highlight on-going individual or team-based research that has implications for science, sustainability and society. Proposals for this competition reflected the major themes of the conference which aimed to promote innovation and sustainability in an Irish context. Additionally, proposals emphasized the importance of cross-disciplinary, innovative research and the unique collaborative and creative nature of Irish researchers. David Connolly of the University of Limerick won the competition with an idea based on the integration of fluctuating renewable energy based on energy storage.

Members of the Research Group included Martin Hynes, Irish Research Council for Science, Engineering and Technology; Neil Kerrigan, Enterprise Ireland; Andreas Lassesson, Science Foundation Ireland; Kevin Leyden, CISC, National University of Ireland, Galway; and Mark Simpson, University College Dublin.

For more information on Globe Forum, please visit: www.globeforum.com



WIT Business School launch new DBA for senior business leaders

WIT Business School has launched a new practice-led doctorate in business administration for senior business leaders which will provide the South East and country with the next generation of management thinkers and doers. The credit-based programme builds practice into knowledge and from a business perspective, the underlying ethos is not just about knowing more, but knowing better, and ultimately offering intellectual capital as a national competitive advantage on the global market. The programme incorporates a 'live knowledge exchange' environment with business and is based on the WIT experience in developing action into theory and providing solutions to organisations in the profit and non for profit sectors. The programme, which includes workshops, residential events and monthly 'learning networks', aims to ensure that learning tools and knowledge generation techniques are put in place to enable participants to transition from the classroom environment to become independent learning communities. Over time it is envisaged the students will become active contributors to the IAM community and research conference network.

For further information on the DBA Programme contact Dr Felicity Kelliher, Programme Director, WIT DBA or Dr Denis Harrington Head of Graduate Business. Alternatively email graduatebusiness@wit.ie

DCU 'Next Generation Management' Initiative

Dr Theo Lynn, lecturer in DCU's Business School and LINK Research Centre, will lead a group visit to Bangalore, India consisting of postgraduate business students, research and teaching staff from DCU, and attend the Search Marketing Summit India as guests of the conference organisers.

The students are all part of DCU Business School's 'Next Generation Management' initiative, which includes the MSc in Business Management, MSc in E-commerce (Business) and MBS in Marketing programmes. Search Marketing Summit India is a 2 day conference, will focus on marketing strategies featuring five international search leaders. Over 400 marketers and leaders are expected to attend the event including SEO, PPC, social commerce, mobile marketing, affiliate marketing, analytics and more.



In addition to attending the Search Marketing Summit, the group will meet with Irish, Indian and multinational companies operating in Bangalore including Microsoft, Google, IBM, PM Group, Percept Knorigin, Ninestars, ICOSA Group and others. The group will build on a recent trip by senior DCU representatives to India by building industry contacts for translational research being undertaken by the LINK Research Centre and other research units in DCU. The group will also meet with academic partners and DCU alumni living and working in Bangalore.

According to Dr Lynn, "A key pillar of DCU Business School's Next Generation Management initiative is global and societal awareness. This trip provides our staff and students with the opportunity to learn first-hand from the experience of Indian, Irish and multinational companies operating in Bangalore, the Silicon Valley of India."

CISC Researchers Success in Winning Two IRCHSS RDI Funding Awards

Two researchers at the Centre for Innovation and Structural Change recently received funding awards from the IRCHSS Research Development Initiative. The successful projects are Using Management Control Systems to Enable Innovation, lead by Dr. Emer Curtis; and Capabilities & Competitiveness: A Methodological Approach for Understanding Irish Economic Transformation, lead by Dr. Paul Ryan.



IRCHSS

DIT Entrepreneur of the Year Awards

DIT Entrepreneur of the Year Awards went to Ian Lucey, CEO of Lucey – a company providing online payments, hosted document management and portal technology via the cloud; and Dr. Mark Sugrue, CTO of Kinesense, a company that has developed a CCTV video search and analysis solution for the law enforcement market. The awards, sponsored by Mazars and LK Shields Solicitors, were presented at the annual DIT Hothouse Showcase event held in Croke Park by Brendan Waters of Mazars and Deirdre Kilroy of LK Shields Solicitors. The Showcase event saw each of the 22 participating entrepreneurs from the 2010 Hothouse Venture Programme showcase their knowledge-intensive businesses through a one-minute elevator video pitch to a selection of investors, industry experts, leading entrepreneurs, and representatives from state support agencies. They were each conferred with a DIT CPD Award by the President of DIT, Professor Brian Norton.



Mr Martin Scully, CEO of Oyster Capital Partners, speaking at the DIT Entrepreneur of the Year Awards

Entrepreneurship, Innovation and Leadership Seminar at University of Ulster

US Economic Envoy Declan Kelly recently delivered an inspirational address on entrepreneurship, innovation and leadership to an audience of 250 University of Ulster business students and academics.

As part of his wide ranging talk, Envoy Kelly paid tribute to the University of Ulster and its contribution to the development of Northern Ireland's economy and society:

The event was co-ordinated by University of Ulster Council Chairman Gerry Mallon, Professor Alastair Adair, PVC Communication and External Affairs, and Professor Marie McHugh, Dean of the Ulster Business School.

Prizes awarded in the 1st National Management Case Study Competition

The award ceremony for the Irish Academy of Management National Management Case Study Competition was held at the National University of Ireland Maynooth. The competition was developed to encourage the development of cases that supported the development of innovation in all its facets. The organisers of the competition Dr Denis Harrington of WIT, Professor Robert Galavan, and Dr John Cullen of NUIM thanked all of the participants and supporters of the competition who made it possible. They particularly acknowledged the support of Colin Browne and Michael Meagher and the very generous sponsorship of Microsoft.

Mr Mark Mulcahy of University College Cork was awarded First prize for his case study "Alimentary Health – A Gut Reaction". The case study examines a biotechnology company based in Ireland which focuses on the discovery, development and commercialisation of proprietary probiotic and pharmabiotic treatments for gastrointestinal disorders and other inflammatory conditions. The case deals with important innovation challenges that have particular relevance in Ireland as it follows the development of the company from a university base to a fully commercial set up. The panel commented that the case was a rigorous and informed analysis and provided an excellent teaching tool. The Runners-up prize went to Dr Felicity Kelliher and Mr Chris O'Riordan of Waterford Institute of Technology for their case "The CEO in Residence Programme: An Innovation in Education and Practice" which excellently portrays an innovative and engaging project that creates significant linkages between management practice and research. It has a specific utility in usage, as it utilizes multi-media components making it an excellent example of teaching practice.

CISC Student at NUI Galway wins Prestigious International Prize from the Association of University Technology Managers

Ciara Fitzgerald, a doctoral fellow at the Centre for Innovation and Structural Change, NUI Galway has been selected as second prize winner in the Association of University Technology Managers (AUTM) Graduate Student Literature Review Prize for their forthcoming annual meeting in Las Vegas. Ciara's studies are funded under the Programme for Research in Third Level Institutions (PRTL4) as part of the Irish Social Sciences Platform. Her research is focused on examining strategic planning and formulation practices in Irish Technology Transfer Office and her prize winning paper focused on Legitimacy, Mission and Management: Key Challenges for Technology Transfer Offices. This is a very competitive global competition and the criteria for the awards include topic saliency to AUTM members, adequate richness of discussion for application to practice, and strength of conceptual framework in organising the review. As a prize winner, Ciara is invited to attend the AUTM Annual Meeting in Las Vegas in late February where her achievement will be announced at an all-Conference session and where her award plaque will be presented. Furthermore, she will be invited to present her work at the Conference. This is an outstanding achievement for Ciara and all at the Centre for Innovation and Structural Change, NUI Galway would like to congratulate her on her success.

Call for Papers

Irish Journal Of Management

The Irish Journal of Management is currently seeking submissions. It aims to publish well written and well researched articles that contribute to an understanding of management-related issues from a national, regional and international perspective. The Journal welcomes contributions from a wide range of management viewpoints including inter-disciplinary and multi-disciplinary perspectives as well as traditional disciplines and functions.

Articles should normally be between 6,000 and 8,000 words in length for research and teaching paper submissions, and 1,000 and 2,000 words for book reviews. These submissions should conform to IJM style.

Specifically the Journal seeks the following types of submissions:

- Research Papers publishing quantitative and qualitative research approaches, literature surveys, conceptual papers and critiques.
- Teaching Submissions: These can range from case study contributions, critiques and retrospective contributions on pedagogical issues related to teaching issues across discipline areas.
- Book Reviews.
- Special Journal Issues Submissions: The editors of the Journal seek submissions for special issue themes that are in keeping with the overall focus of the Journal.

Contributions should be sent, by email only, to the Editorial Office: ijm@nuigalway.ie

If you have a query on the suitability of a paper for the Irish Journal of Management, please contact the Editors Dr. David Collings at david.collings@nuigalway.ie or Dr. James Cunningham at james.cunningham@nuigalway.ie

Irish Journal of Management (IJM) News

The most recent Irish Journal of Management (Vol. 30, No. 1) was published in December 2010. The Journal has been extensively redesigned and reformatted, and the new look reflects the ongoing development of the Journal under Editors Drs David Collings and James Cunningham of NUI Galway.

The Editors would like to welcome on board a number of new Associate Editors for IJM:

Dr. Kieran Conboy, National University of Ireland, Galway
Dr. Edel Conway, Dublin City University
Professor Patrick Gibbons, University College Dublin
Professor Mark Harcourt, Waikato University, New Zealand
Dr. Donncha Kavanagh, University College Cork
Professor Colm O'Gorman, Dublin City University
Dr. Lisa O'Malley, University of Limerick

Submissions:

The Irish Journal of Management is a leading national journal for management-related research and scholarship. It aims to publish well written and well researched articles that contribute to an understanding of management-orientated themes and topics from a regional, national and international perspective. The Journal accepts submissions from a wide range of management viewpoints including inter-disciplinary and multi-disciplinary perspectives as well as traditional disciplines and functions.

The Journal is currently accepting submissions. Please email ijm@nuigalway.ie for further information or to submit a paper.

The Grigor McClelland Doctoral Dissertation Award

The Grigor McClelland Doctoral Dissertation Award is an annual prize of £5000 awarded to innovative scholarship demonstrated within a PhD thesis in any discipline within management and organisation studies. The award is supported by the Journal of Management Studies (JMS) and the Society for the Advancement of Management Studies (SAMS), a charitable organisation which supports capacity building in business and management research.

Grigor McClelland is the founding editor of JMS, the initiator of SAMS, and the founding Director of Manchester Business School.

Scope

The Grigor McClelland Doctoral Dissertation Award aims to promote and recognize innovative PhD research in management and organization studies. The Award does not specify any preferences towards topics or methods; its primary focus is to recognize and award doctoral research that is expansive and imaginative in that it covers significantly new terrain or counters existing thinking within management and organisational research.

Eligibility

To be eligible for the 2011 Grigor McClelland Doctoral Dissertation Award, candidates must have completed their doctoral dissertation (i.e., a thesis must have been successfully examined) within 2010.

Application process

Candidates who wish to be considered for the award are asked to submit one digital copy of their entire dissertation (in English) and a 5-page abstract before the 31st of March, 2011. The abstract needs to provide a summary of the thesis which details the originality of the theory development and empirical results as well as the implications for research and practice.

Applications for the award (including a copy of the thesis and an abstract) should be electronically submitted to Jo Brudenell (j.m.brudenell@durham.ac.uk).

Award Committee and Judging Process

The short-listing and the selection of the award winner will be carried out by a jury of six senior scholars within management and organization studies. The jury will consist of representatives from SAMS, JMS and EGOS. The prize will be awarded to the work that in the opinion of the jury was truly novel and creative in its theory development, use of methods or the empirical contexts covered in the dissertation.

The winner will be announced during a plenary session at the 2011 EGOS conference. There will also be a smaller special session prior to or during the conference. In this special session the shortlisted candidates for the award (typically four) present their research, followed by the award presentation. A stipend of up to £500 will be awarded to each of the 3-4 finalists to cover reasonable travel expenses for attending this session.

Upcoming Events

14th Annual Conference of the Irish Academy of Management

Making a World of Difference: Nation Building and the Role of Management Education

Call for Abstracts

Deadling for abstract submission: 4th March 2011

As a community of management educators and researchers we have in recent years been rocked to the very foundations of our *raison d'être*. The collapse of the global economy and the impact of lingering recession are forcing us as a collective to cope with and navigate an unprecedented set of management challenges. This conference is asking us to look at where and how management education and research can make a difference to how we think about management in recession; about how we think about business challenges and opportunities in a period of economic crisis; and about how we need to reflect and focus on our contribution to economic recovery, to sustainable development and to nation building- essentially, how can we make a difference?

We seek papers that, through empirical inquiry and practical reflection, critically evaluate management theory. We especially welcome contributions to any of the following streams:

- Strategic Management
- Innovation & Entrepreneurship
- Accounting/ Finance & Corporate Governance
- Human Resource Management
- Industrial Relations
- Organisational Behaviour
- Technology and Management
- Management Information Systems
- Healthcare and Public Sector Management
- Retailing and Distribution
- Tourism
- Research Design and Methodology
- Marketing

SUBMISSIONS: Submissions in the form of a 500 word abstract are now being invited 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.

SUBMISSION PROCEDURE: Contributions are welcome initially in the form of a 500 word abstract. All submissions should be made electronically through the conference website at www.iamireland.com and the link to abstract submission. Each submission will be subject to a review process. Below is table outlining the conference tracks and the corresponding track chairs. Authors will be notified of acceptance decisions no later than 29th April 2011. Full papers are required to be submitted no later than 6th June 2011.

Doctorial Colloquium:

The Doctorial Colloquium precedes the conference and will take place at Dublin City University Business School, on Wednesday, 31st of August, 2011. The colloquium provides an ideal opportunity for PhD researchers in Business and Management studies to come together and engage with fellow researchers and academic experts in reviewing current theoretical frameworks, research methodologies and key contributions in their respective areas. The colloquium is open to all doctoral students pursuing doctorates in business and management disciplines who have registered for the conference. There is no additional cost for attending the colloquium. Queries in relation to the doctoral colloquium should be submitted directly to the track chair, Dr Brian Harney, Dublin City University at brian.harney@dcu.ie. Further details with regard to the doctoral colloquium will be available on the Academy website at www.iamireland.com.

Further details with regard to conference and the doctoral colloquium will be available on the Academy website at www.iamireland.com.

Upcoming Events

24th Annual IAFA Conference 2011

Call for Papers
Deadline for submission of complete
papers/abstracts: 28th February 2011

University College Cork will host the 24th annual conference of the Irish Accounting & Finance Association on 28th/29th April, 2011 at its Cork City campus. The deadline for completed papers/abstracts is 28th February, 2011. Empirical, theoretical and review papers are welcomed in all areas of accounting and finance.

Decisions on acceptances of papers will be communicated by 28th March, 2011. Accepted papers will only be included on the conference schedule where registration and payment has been received from at least one author by 12th April, 2011 (see www.iafa.ie for further details).

Doctoral Colloquium

In conjunction with the conference a Doctoral Colloquium will be held at University College Cork, on 27th April, 2011. This event will provide students, at all stages of doctoral research, with an opportunity to present their work and receive feedback from academics in their field. An application form for the Doctoral Colloquium is available on the IAFA website (at http://www.iafa.ie/annual_conference/) and must be submitted no later than 28th February, 2011. Note that students attending the Doctoral Colloquium can register for the Conference at a reduced fee of 975/£65.

The Doctoral Research Funding Competition, which awards prizes to doctoral students presenting work at the colloquium, invites entrants to apply via a specific application form, available on the IAFA website (at http://www.iafa.ie/annual_conference/). This competition is open to all registered IAFA members who are undertaking research towards a Masters or Doctoral qualification. The research must contribute to the aims of the IAFA. A prize fund of up to 95,000 is available in 2011. Application forms must be submitted for the competition no later than the 28th February, 2011. Applicants must attend and present at the IAFA Annual Doctoral Colloquium event, where the result will be decided, and the successful applicant must present their research findings at the following year's IAFA Doctoral Colloquium. The decision of the judges is final.

Please direct all enquiries to:

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NUI Galway to host Public Sector Leadership Conference 8 April 2011

There are calls at a national and international level for Ireland's public sector to modernise and change to respond to unprecedented economic and fiscal challenges (Delivering Better Government, 1996; McLoughlin & Wallis, 2007; OECD, 2008). Ultimately, a key agent in the change agenda is senior management in the public and civil service, or the "permanent Government" (David McWilliams, 2011). Their ability to envisage, plan and facilitate organisational change and development strategies will play a significant role in the sector's ability to respond to modernisation and reform demands.

Funded by the IRCHSS, Dr Alma McCarthy, NUI Galway acted as Principal Investigator in the recent leadership capability study of senior Irish Civil Service managers at Secretary General, Assistant Secretary General and Principal Officer level. Over 140 senior managers from 14 Government Departments and the Office of the Revenue Commissioners participated in the study conducted between April and August 2010. In total, over 1,200 leadership surveys were completed by focal individuals (the senior managers), their managers, their peers and their direct reports representing the most extensive study of its kind to-date in Ireland. This Public Sector Leadership Conference on the 8th April 2011 at NUI Galway will showcase the findings of the research project and will launch the research report.

Three keynote speakers have been invited to present at the one-day conference: Dr Maria Maguire, OECD, will provide insights from international best practice in the area having worked on leadership, human resource management, and human resource development projects in a range of public sector organisations across the world over the past ten years; Mr Philip Kelly, Assistant Secretary General, Department of An Taoiseach with responsibility for Transforming Public Services will give a presentation on Strengthening Leadership in the Irish Public Service; and Mr Brian Cawley, Director General of the Institute of Public Administration will review leadership development policy to date and present a framework for effective public sector human resource development.

The conference is open to the public and will be of particular interest to senior management in the public and civil service, practitioners, consultants and professionals working in the human resource management, human resource development, and leadership development fields as well as those with an interest in public service modernisation and new public management (NPM).

To book a place or find out more information, please email Valerie Parker valerie.parker@nuigalway.ie

DATES FOR YOUR DIARY

EURAM 2011 Doctoral Colloquium

May 31st - June 1st 2011

Estonian Business School, Tallinn (Estonia)

EURAM 2011 Conference



Chairs:

Prof. Dr. Kathrin M. Möslin, University of Erlangen-Nuremberg & CLIC - Center for Leading Innovation & Cooperation), HHL- Leipzig Graduate School of Management

Dr. Hagen Habicht, CLIC - Center for Leading Innovation & Cooperation, HHL- Leipzig Graduate School of Management

European Business Ethics Network Research Conference 2011

Trinity College Dublin, June 8-10

"Does Integrity Matter?"

Academy of Management Conference USA

2011 San Antonio, Texas

August 12-16

"West meets East: Enlightening. Balancing. Trending."

Program Chair: Ming-Jer Chen, University of Virginia

Nordic Academy of Management Conference

Stockholm

August 22-24, 2011

"...a practice about practice.."

British Academy of Management Conference 2011

13-15 September 2011

Aston University, Birmingham

"Building and Sustaining High Performance Organisations in a Challenging Environment"

BAM Doctoral Symposium 2011

12-13 September 2011

Aston Business School

The symposium will comprise plenary sessions along with methodology clinics (aimed at 1st and 2nd year students) as well as Research Conversation Tracks led by senior academics from within the community (aimed at 3rd year students). The Research Conversations provide an invaluable opportunity to receive impartial expert advice tailored to your needs during the vital final stages of your PhD. Contact bam@bam.ac.uk for further information.



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 EURAM so that we may include updates and news on items from our European Academy. Soon we will have completed work on our 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:

Acting 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:

Council Member	Institution	Council Member	Institution
Dr David Collings	NUI Galway	Dr Nola Hewitt-Dundas	QUB
Dr Edel Conway	DCU	Prof Jimmy Hill	NCI
Dr Christine Cross	UL	Carol Kelleher	UCC
Dr Colette Darcy	NCI	Dr Margaret Linehan	CIT
Dr Shirley Davey	UU	Dr Joe MacDonagh	IT Tallaght
Prof Robert Galavan	NUI Maynooth	Dr Alma McCarthy	NUI Galway
Prof Paddy Gunnigle	UL	Prof Mike Morley	UL
Dr Phil Hanlon	DIT	Dr Teresa O'Hara	DCU
Dr Denis Harrington	WIT	Dr Michelle O'Sullivan	UL
Dr Noel Harvey	GMIT	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) - <http://www.accademiaaidea.it/>