

European  
Academy of  
Management

EURAM

# ANNUAL REPORT 2020



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# REPORT FROM THE PRESIDENT



**Kathrin M Moeslein,  
President EURAM**

Dear EURAM colleagues and friends,

EURAM 2020 – what a year! – A year to say “Happy Birthday, EURAM!” and to celebrate EURAM’s 20th anniversary, but also a year to learn many new tricks, like partying online in our first ever virtual Annual Conference in Dublin. For sure, this year will be remembered by everyone as the year when the great pandemic started, but let us remember it as well as a year of challenges answered by flexibility, a year of changes answered by innovation and digitisation, a year of disruption for EURAM answered by great collaboration and co-creation in our inspiring EURAM community.

Thanks to the community’s resilience and the extra work performed by the Strategic Interest Groups great teams, the EURAM Online Task Force and the solid Dublin team, EURAM held its 20th conference and 1st virtual conference with 1200 delegates! On the last evening, the EURAM party took place and featured past presidents and conference chairs who walked us down the EURAM [memory lane](#). Zoom gave us the opportunity to virtually travel back to Iceland and to listen to a wonderful Icelandic choir for the party’s opening.

All other core EURAM activities such as EURAM grants and awards, the EURAM Doctoral Colloquium, Presidential Activities happened in the usual inspiring EURAM spirit – just online – during the year. The EECC held in Huddersfield was

the very last live face-to-face EURAM academic event with hugs and handshakes and people in real 3D just before the first lockdown beamed us together on screens and in 2D windows across the globe.

Throughout the summer and fall, EURAM Virtual Community Conversations were organised in several countries with the help of the National Representatives facilitating the dialogue among members speaking the same language.

When I took office, I was fortunate enough to inherit a great team with Vice Presidents appointed by my predecessors. Almost all of them remained in place with their expertise except for Silke Machold whose term ended after two successful terms as Vice President Governance. Thank you so much, Silke, for your energy and engagement! Dorota Dobija who had been the Vice President Conferences for three years continued for her second term in the new role as Vice President Governance & Finance (and saved my life and our Academy during the time of the change of EURAM statutes). Since June, Eythor Ivar Jonsson, Conference Chair of 2018 in Reykjavik, joined the Executive Committee and put all his energy in bringing the conference online.

The EURAM Vice Presidents tell you more about their achievements during 2020 in the e-Annual Report.

2021 will be another transition year with another conference in the cloud. Many of us were so much looking forward to discovering Montreal to engage in conversations with colleagues at the ESG-UQAM. Let us hope that we can all meet again in Winterthur at the School of Management and Law in Switzerland in June 2022!

For now, let me invite you to travel back in time and enjoy the EURAM Annual Report 2020!

All the best,  
Kathrin M Moeslein



# REPORT ON STRATEGIC INTEREST GROUPS



**Rémi Jardat,**  
Vice President  
Strategic Interest Groups

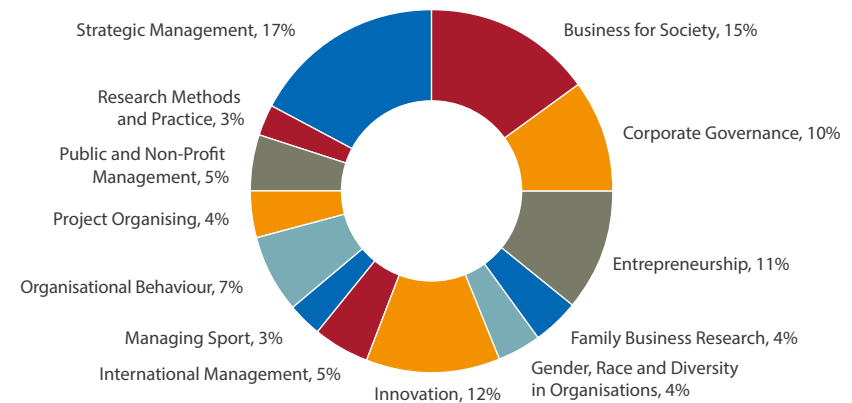
The European Union's motto is "Unity in Diversity" which is reflected in the structure of the Academy's Strategic Interest Groups (SIGs). When EURAM's community grew, SIGs were created in 2009 to gather scholars sharing common research topics; some are disciplinary (e.g. Strategic Management), while others are radically transversal (e.g. Business for Society). Similar to the variety of European landscapes and urbanistic settings rooted in history, SIGs missions and perimeters originate in contingent workflows and decisions that were built collectively over the years. The result of the process is a unique idiosyncratic harmony by which SIGs with over 200 members co-exist with younger and smaller ones: each of them having its own particularities.

Once again echoing the European Union's principles, the subsidiarity and federative spirit are the core of the rules and modus operandi by which SIGs coordinate and deliver together scientific processes and services to the EURAM community. An ecosystem with stable and continuously renewed topics of research has been created by each SIG with their tracks and symposia. A set of governance rules was adopted to ensure a fair election process for each SIG Chair in 2018. A process of organisational learning has also been implemented with the elaboration of an annual report by each SIG to record organisational learning.

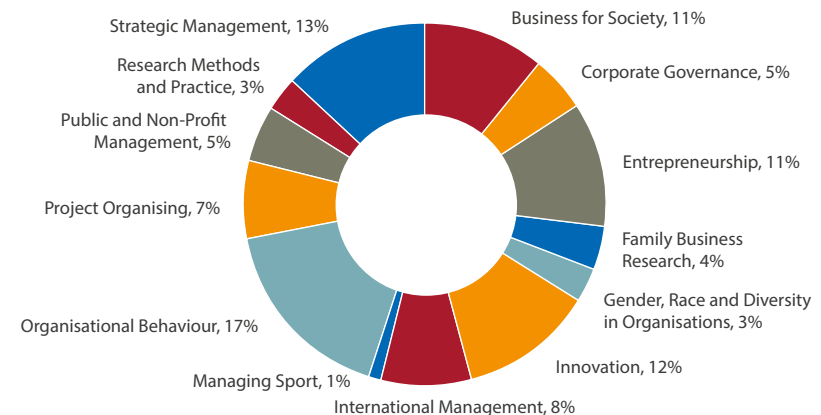
EURAM is one of the most complex scientific communities in the world in terms of IT and participative decision making, characterised by a constant movement. That complexity, as long as it remains effective, is both our challenge and our pride. It reflects EURAM's agility and liveliness of an ever-evolving knowledge creation in action. The future of EURAM depends on the energy of highly committed individuals who will soon be joined by new generations of scholars in the coming years and decades. In line with the European spirit, EURAM SIGs are fundamentally inclusive and welcome every member wishing to contribute.

Why not you? Experience the diversity of EURAM's SIG. Each one has made significant steps throughout 2020.

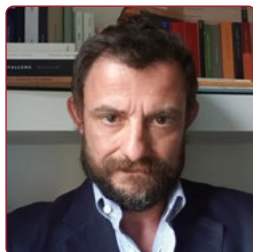
## SIG MEMBERSHIP IN 2016



## SIG MEMBERSHIP IN 2020



## BUSINESS FOR SOCIETY



**Edoardo Mollona,**  
University of Bologna

The “Business for Society” SIG brings together scholars from various fields of social sciences who are interested in investigating the ambiguities and the contradictions that emerge in the interaction between business and its social and natural environment.

The SIG aims to build a community of engaged scholars sharing a strong interest for researching the conditions under which a business can, or actually does, positively interact with society. In pursuing this research, Business for Society is a cross-disciplinary group open to various theoretical perspectives, among others, Stakeholders, Constructionism, institutionalism, Critical analysis, including Marxist and Gramscian approaches, and philosophical perspectives such as Business Ethics.

The SIG organises kick-off events, in which roundtables and invited speakers illuminate relevant and contemporary research avenues. In 2020, the kick-off meeting hosted two invited lectures. Adam Arvidsson, who is professor of sociology at the Department of Social Sciences of the University of Naples Federico II, depicted a portrait of what we may call the digital society and digital economy as a stage of the development of capitalism. Andrea Fumagalli, professor of Economy at the department of Economics at the University of Pavia, presented his work as an influential interpreter and a critic of the Cognitive Capitalism.

In 2020, the SIG managed 7 tracks receiving 157 papers submissions and 6 symposia proposals. The effort of accumulating the knowledge produced in the SIG led to the conception of the book series “Business for Society”, published by Routledge and edited by Jérôme Méric, Francesco Gangi, Rémi Jardat and Lucia Michela Daniele. The Book Series is active in selecting and publishing relevant research outputs.

## CORPORATE GOVERNANCE



**Daniel Yar Hamidi,**  
University of Borås

The corporate governance special interest group (SIG), one of the very first SIGs created within EURAM family has been part of the conference since 2002. Enjoying great loyalty of a core group of senior corporate governance researchers throughout the years as well as 2020 it was possible for the SIG to supply junior scholars with great feedback and support in their development. Currently, the SIG has been engaging in extending the corporate governance discussion by including an international perspective, while putting light on gender perspective, sustainability, digitalisation and other timely and important aspects of governance.

The EURAM 2020 conference experienced some extraordinary circumstances due to Covid-19. However, our programme was loaded with interesting content and some distinguished scholars sharing their perspectives with our members. We also rewarded our engaged scholars by awards for best paper, best reviews, and most inspirational paper at our social event for EURAM 2020.



## ENTREPRENEURSHIP



**Marzena Starnawska,**  
University of Warsaw

Our SIG Entrepreneurship was very successful in achieving the transition to the online event in December 2020, originally to be held in Dublin in June 2020. We were supported by a great number of people involved in the conference. Andrew Burke (EURAM 2020 Conference chair) met with us during our plenary and wrap-up event. A very broad community of scholars contributed to the event. This involved not only registered paper presenters, but also many volunteer reviewers who were not planning to present their paper at the EURAM 2020 conference. From what we heard from our SIG members, they particularly benefited from conference sessions. In many tracks, we managed to maintain very intensive discussion during the SIG sessions. This meant that each paper presenter had a dedicated discussant for their paper who was not a paper presenter at that particular session. Again, great ‘thank you’ to our members. On Friday and Saturday evening we had two interactive social events. The Friday one allowed the members to interact more informally in ZOOM rooms, and Saturday was time for social interactions and requests to our DJ to play top of the list music hits until 10:00 pm. That evening, was very friendly and indeed allowed our members for more informal interactions. In addition, our SIG has also been extended by the great work and support from Diego Matriciano and Lara Penco. Their tracks have received the status of standing tracks for the forthcoming EURAM 2021. At the end of 2020 EURAM SIG03 published another book, part of book series – [European Entrepreneurship Research and Practice](#) led by the key editor, Massimiliano Pellegrini. Another valuable output of the conference was a number of special issues of different journals and book projects.

After the EURAM 2020 event, we established a Task Force to launch the series of virtual events. Many scholars have expressed their interest so far. We look forward to more collaborations with SIG members. Once again, a big THANK YOU to our community for their support!

## FAMILY AND BUSINESS RESEARCH



**Giovanna Campopiano,**  
University of Lancaster

The “Family Business Research” SIG provides an opportunity to explore management theories in the family business context. It aims at attracting a broad community of scholars eager to discover how to extend the research boundaries of their work in a network of (not only) European academics who are interested in family firms. Thus, FABR-SIG includes a general track that welcomes papers investigating one or several dimensions of family businesses, with multi-theoretical and multi-level approach. Moreover, the standing tracks focused on innovation and internationalisation, as well as regional development, encourage cross-cultural research that can advance the field with theoretical and practical implications.

In preparation of the annual conference, we arranged a pre-conference virtual event in fall to attract the attention of scholars interested in FABR, where we shared some information about the conference and a few tips about presenting and discussing papers. During the 2020 online conference, Prof. Pramodita Sharma gave an inspiring keynote on sustainability of family firms, followed by a lively Q&A session. The parallel sessions have been well attended and we closed the event with a guest editor sessions. Attendees had a great opportunity to ask questions about open special issues in leading journals, where they could consider a publication opportunity for their articles. We gave out the the best paper and the best reviewer awards.



## GENDER, RACE, AND DIVERSITY IN ORGANISATIONS



**Hamid Kazeroony,**  
NWU/Walden University

Gender, Race, and Diversity in Organisations (GRDO) SIG in 2020-2021 shifted its focus to inequities, gender sexuality issues, and identity expanding its focus to address emerging themes based on Society 5.0 and Industrial Revolution 4.0 on the one hand, and social justice for the marginalised identities in capitalism. Also, GRDO SIG held its election in 2020 for 2021-2023 leadership. The new GRDO's leadership was announced as Jasmin Mahadevan, SIG & Track 3 chair, Jawad Syed, SIG co-chair, Faiza Ali, Programme Chair, Almina Besic Track 1 chair, Sarah Richard, Communication Chair. The GRDO SIG conference crystallised its mission during the 2020 conference by:

- The role of decoloniality in organisation LAB presentation
- Dr. Eugenie Samier presentation on *Women, Empowerment, and the Sustainable Development Goals in the plenary*
- Presentation of 13 papers and networking sessions
- Contributions to the EURAM Doctoral Colloquium by its leadership

## INNOVATION



**Vivek Velamuri,**  
HHL Leipzig

The Innovation SIG is among the first founded groups of EURAM with a consistent presence in its annual conferences since 2002. In 2020, 105 papers in eight tracks were presented in 35 sessions. In addition, two excellent symposia were conducted: "The logic of the possible" (Proponents - Anna Grandori & Pascal Le Masson) and "Necessary condition analysis: Method and applications" (Proponents - Florence Allard-Poesi, Jan Dul, Sven Hauff, & Nicole Richter). Romy Hilbig and David Versailles played an active role in organising the activities of the Innovation SIG at EURAM 2020.

As usual, the online SIG social event was a huge success with over 80 participants. The highlights of the event included a musical keynote by John Bessant (SIG Innovation Chair 2007-2012) and the Great Innovation Quiz. At the social event, we also recognised three thought-provoking studies as the best research papers of the innovation SIG in 2020. A big thanks to the eight track-chairs and Pascal Le Masson (SIG Innovation Chair 2016-2019) for identifying these three papers.

- Multilevel Orchestrators: The unlock for innovation of the Regional Clusters? - Bruno Bittencourt, Aurora Zen, & Vitor Schmidt
- New Groupthink and Idea Generation: Investigating hybrid brainstorming as a method to introverts' enhanced contribution in ideation stage - Oliver Mauroner & Lara Zschau
- Openness is not a long, quiet river for small and medium enterprises - Sandra Dubouloz, Rachel Bocquet, Catherine Equey Balzli, Romain Gandia, & Gardet Elodie





## INTERNATIONAL MANAGEMENT



**Markus Kittler,**  
MCI Management Centre  
Innsbruck

The annual conference is a main medium to achieve the EURAM SIG International Management (SIG IM) aims to facilitate and promote the development and exchange of knowledge within the diverse areas of International Management within and beyond the academic community. Also in the unanticipated shift to a virtual conference setting, the interest is mainly reflected in the tracks “Expatriate Management”, “Culture and Management” and “International Competitiveness/Regional Perspectives” as longstanding foci. In order to capture the contributions our SIG makes to international management research, panel symposia are regularly included in the program in order to provide insight into the research of key authors in the field of Expatriate Management research. Additionally, the SIG annually provides Best Paper Awards such as the Best Paper Award for Expatriate Management papers at EURAM (in collaboration with the Emerald Journal of Global Mobility, JGM). A recent call in JGM has focused on global calamities such as the current pandemic and its ramifications for the future of working internationally.

## MANAGING SPORT



**Anna Gerke,**  
Audencia Business School

The EURAM ‘Managing Sport’ Strategic Interest Group is a network of academics, practitioners, athletes and sport officials whose interests revolve around interdisciplinary aspects related to sport management and marketing. Particular fields of interest are sport governance, sport participation, events and tourism, sustainability, digitalisation, entrepreneurship and innovation in sport. The SIG functions as a catalyst for building and disseminating new ideas around the business and management of sport and sport related industries. The ‘Managing Sport’ SIG collaborates since 2010 with Emerald Group Publishing on recognising the most outstanding paper submission to the SIG’s tracks and its presentation at the conference with a ‘Best Paper Award’. The best papers of the conference are published every year in a Special Issue of Sport, Business and Management: An International Journal. The latest Special Issue resulting from paper submissions to EURAM 2019 covers four articles and one editorial. The themes in this edition are the role of eSport for soccer consumption, how to re-engage with lapsed health club members, how to manage quality in professional football clubs and how to measure competitive intensity in sport leagues. Details are available [here](#). Further SIG highlights of 2020 were the online event with Liam Harbison, Director of the Sport Ireland Institute and the EURAM LAB on “The Current Issues and Challenges in Sport Management and Agenda for Future Research” both organised by our newly elected Programme Chair Teresa Hurley from TU Dublin!





## ORGANISATIONAL BEHAVIOUR



**Alessia Sammarra,**  
Universita' Degli Studi Dell'Aquila

Organisational Behaviour (OB) SIG is a global, diverse and open community of academics and practitioners promoting knowledge creation and debate on questions and implications related to all aspects of individual and group behaviour in organisations and human resource management. Our aim is to enhance the scholarly and managerial understanding of OB and HRM by providing a platform for dialogue, collaboration, and networking. The OB SIG portfolio includes four standing tracks: OB general, HRM, Leadership and Team Performance Management. Moreover, the OB SIG welcomes new topics of interest and symposia to be proposed every year.

During the EURAM conference, the OB SIG members meet every year at the kick-off and wrap-up sessions to discuss the strategy and activities of the SIG. We also present the Best Paper Awards for each OB SIG track as well as the overall OB SIG. There is also the Best Reviewer Award for the overall OB SIG rewarded to the quality reviews across various tracks. Papers presented to the OB SIG have two conference related publication outlets: Team Performance Management and Evidence-based Human Resource Management.

In EURAM 2020, our SIG featured 97 paper presentations. The programme highlights included Prof. Chris Brewster's Keynote Speech, a variety of guest speakers (including Mina Beigi and Jordi Trullen), and an Editors panel session. As a part of our social events and activities, we also offered Pilates and yoga sessions.

## PROJECT ORGANISING



**Alexander Kock,**  
Technische Universität Darmstadt

The Project Organising SIG aims to promote state of the art thinking, creation of knowledge and facilitation of debate on all aspects related to project organising. We intend to enhance the scholarly and managerial understanding of projects, programmes, megaprojects as well as project-based organisations by providing a platform for dialogue, collaboration, and networking. Our ambition is to build an open global and diverse community of researchers from all sectors and disciplines. In 2020, our SIG featured 63 papers from three tracks: the General track, the standing track "Multi-level Perspectives on Major and Megaprojects", and the topic track "Projects & Society". Our SIG also featured the symposium "How datafication is reshaping the project management sandbox". The programme highlights included an interactive session with the editors of the main Project Management journals at our SIG kickoff and the traditional award ceremony during our SIG plenary. The latter featured the IPMA-PMI paper prizes for the best paper and student paper, the Emerald Publishing's award for the best paper of the special topic track on Mega and Major Projects, and the APM best reviewer award. The award session also included the Project Management Journal's paper of the year award and the PMI research achievement award.



## PUBLIC AND NON-PROFIT MANAGEMENT



**Andrea Bonomi-Savignon,**  
University of Rome Tor Vergata

The Public and Non-Profit Management (PNPM) SIG aims at providing a rigorous, inclusive, interdisciplinary, and internationally-focused forum to discuss major developments in the area of governance and management of public interest, by also strongly promoting the development of novel research agendas.

Our focus embraces all organisations pursuing public outcomes, across sectoral boundaries and at the intersections between public, non- and for-profit domains. These operate in healthcare, culture, education, utilities sectors, among others, with key issues including network management, performance evaluation, organisation and HRM, social innovation, and accountability.

For the 2020 Conference, the SIG has been structured along three standing tracks on: Healthcare Management Research; Accounting, Accountability and Sustainability; and Management and Governance of Culture, Heritage and Tourism. PNPM SIG leveraged on the new online format to host keynote sessions on frontier topics such as post-Covid governance (B. George), digital transformation policies (G. Misuraca) and the future of public management as a professional discipline (M. Barzelay). A Best Paper award has been sponsored by the International Journal of Public Sector Management, along with a new Best Reviewer Award in partnership with the Administrative Sciences journal.

In 2021, papers presented at PNPM SIG will appear in SIG-sponsored special issues from the Journal of Public Budgeting, Accounting and Financial Management and International Journal of Public Sector Management, and the peer reviewed Emerald Book Series “Studies in Public and Non-Profit Governance”

## RESEARCH METHODS AND RESEARCH PRACTICE



**Gianpaolo Abatecola,**  
University of Rome Tor Vergata



**Bill Lee,**  
University of Sheffield

The RM&RP SIG stimulates scientific, innovative dialogue around all aspects of academic research. These range from research design to execution, development of theoretical knowledge, output dissemination and social/policy making impact. Drawing understanding from all the business and management disciplines, the SIG seeks to foster an international, pluralistic view on the extant variety of research approaches. Specifically, it aims to serve as a supportive platform to all those (senior and junior) academics interested in how research co-evolves with institutional environments and knowledge practice.

At EURAM 2020, the online SIG experience was interesting and highly engaging. The General Track covered the full span of research methods and practice, including: big data, ethnographic, qualitative and collaborative research, field work, historical case studies, semiotics and language, reflexivity, inclusion and plurality. One paper from the SIG General Track was also awarded the Conference Best Paper Award. In addition, the track about Complex, Evolving Ecosystems and Resource Networks included sessions about resource interaction, evolutionary, complexity, and systems theory. The SIG also offered a stimulating kick-off, and a lively plenary session on action research, in which the relationship between research methods and the international academic context figured prominently.

Led by SIG members, a special issue of *Qualitative Research in Organisations and Management* on “Investigating trauma: Methodological, emotional and ethical challenges for the qualitative researcher” is currently being prepared. Furthermore, three edited books about research methods were published by SIG members: the two with Edward Elgar focus on creativity and intercultural research respectively, while the one with Springer focuses on memetics and evolutionary economics. The third book about documentary evidence is in press in the new Edward Elgar Dissertation Companions series.



## STRATEGIC MANAGEMENT



**Anabel  
Fernández  
Mesa,**  
University  
of Valencia



**Anne-Sophie  
Fernandez,**  
University  
of Montpellier

The Strategic Management Strategic Interest Group is dedicated to promoting strategic thinking by encouraging dialogue on several interrelated lines of inquiry. It promotes crucial research for increasing scholarly and managerial understanding of strategic choice, competitive advantage, survival, adaptation, and long-term performance. This SIG is advised by Tomi Laamanen, Henk Volberda and Joan Enric Ricart.

The virtual edition of EURAM 2020 started with a kickoff with two panel sessions. In the first panel, Anna Brattström from Lund University (SE) and Corentin Curchod from University of Edinburgh Business School (UK) offered interesting discussion about “Technology and Organising”. In the second panel, Jay Barney from University of Utah (USA), Xavier Castañer from HEC Lausanne (CH) and Michael Leiblein from Ohio State University (USA) provided insights onto the question “Strategy what now”. A wrap-up session was organised to close the conference and celebrate our 10th anniversary. We shared feedback with all the members of the first virtual edition of the conference and hosted the award ceremony of our SIG.

## STRATEGIC INTEREST GROUPS



# REPORT ON RESEARCH AND EUROPEAN MANAGEMENT REVIEW



**Hervé Dumez,**  
Vice President Research

Activities and services to members continued during 2020 despite the pandemic. Promoting good research is part of our values, and nothing would stop us from recognising the excellency of our colleagues.

We owe a lot to the members of the Scientific Council who took part in the various committees to select EURAM's traditional Awards and Grants announced during the Award Ceremony during online conference of December 2020.

We would like to congratulate our colleagues of all categories for their achievements:

## BEST CONFERENCE PAPER 2020

- **From theory to theorizing: framing and assessing the vitality of management and organisation studies**, Stewart Clegg, University of Technology Sydney, Miguel Cunha, Nova School of Business and Economics, Marco Berti, University of Technology Sydney, SIG Research Methods and Research Practice

## MOST INSPIRATIONAL PAPER 2020

- **Self-locking effects and strategy-related learning: The protracted way to heralding new project epochs**, Georg Windisch, Technical University of Munich, SIG Project Organising

## BEST CONFERENCE REVIEWER

- **Rosa Lutete Geremias**, ISCSPP – School of Social & Political Sciences University of Lisbon, SIG Organisational Behaviour

## BEST BOOK

- John Child, 2019, **Hierarchy: A Key Idea for Business and Society**, Routledge

## RESEARCH GRANTS

- **The Role of firm's stakeholder engagement on open innovation** - Licia Cerini, Bocconi University
- **Understanding Conflict in Large Research Consortia: Nature, Implications and Management** - A Study of the European Project 'Galileo' - Isabel Estrada Vaquero, University of Groningen, Anne-Sophie Fernandez, University of Montpellier, Audrey Rouyre, University of Montpellier
- **The digital side of universities: an international comparative analysis of performance measurement systems** - Sara Giovanna Mauro, Institute of Management, Scuola Superiore Sant'Anna, Lino Cinquini, Institute of Management, Scuola Superiore Sant'Anna, Hanne Nørreklit, School of Business and Social Sciences, Aarhus University
- **Co-production of public services: an impact evaluation model** - Milena Vainieri, Sant'Anna School of Advanced Studies, Denita Cepiku, University of Rome Tor Vergata, Marta Marsilio, Università degli Studi di Milano, Maria Francesca Sicilia, Università degli Studi di Bergamo
- **#BoycottUber? Precarity and agency: Giving voice to migrant ride-share drivers in London** - Joana Vassilopoulou, Brunel University

## EDITH PENROSE AWARD

- **E. Penrose Award for Trail-blazing Researchers sponsored by INSEAD** - Stewart Clegg, University of Technology Sydney was selected for his contributions to a critical perspective in the analysis of organisational power, firmly embedded in classic European social thought, challenging the dominant paradigm in management theory at the time, and still blazing the trail for many scholars in Europe and the world.

Stewart is invited to the next conference to tell us about his intellectual trajectory during a keynote speech.





## AWARDEES 2020

The European Management Review also has yearly awards given out during the conference. In 2020, the awardees are:

### EUROPEAN MANAGEMENT REVIEW BEST REVIEWERS

- **Mark NK Saunders**, University of Birmingham
- **Gabriele Morandin**, University of Bologna

### EUROPEAN MANAGEMENT REVIEW BEST PAPER 2019

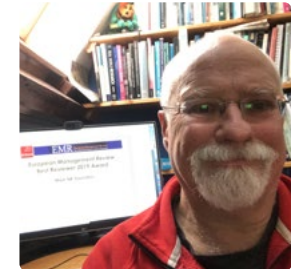
- **The Impact of Global Economic Crisis and Austerity on Quality of Working Life and Work-Life Balance**, Uracha Chatrakul Na Ayudhya, Middlesex University Business School, Rea Prouska, London South Bank University, Alexandra Beauregard, Middlesex University Business School

Changes are planned for the Journal as Professor Yochanan Altman ends his term of office as Editor in Chief. Michael Morley, University of Limerick, takes over the position for one year starting in December. As a long standing Associate Editor, Michael brings knowledge and experience to the journal until he passes the baton to Anna Grandori, Università Commerciale Luigi Bocconi, in February 2022.

The journal is flourishing and received 371 submissions, an increase of 12% compared with 2019. The acceptance rate is 14.2%. One of the major tasks is to find skilful reviewers; a total of 961 reviewer invitations were issued of which 415 accepted and 410 completed. The median days to review completion is 28 days.

EMR's coverage is significant with 6490 institutions worldwide offering access to EMR. Finally, article downloads amount to 135,000!

We very much look forward to hearing about Michael's 2021 accomplishments!



# REPORT ON EXTERNAL RELATIONS



**Xavier Castañer,**  
Vice President External Relations

External relations cover a wide spectrum of activities in which the Past President, the President and other members of the executive committee engage in the normal discharge of their function. In 2020, we have continued to put substantial effort in strengthening the relations with our 'sister' associations of management across the world, that we list as partner associations (PA) on the website.

In 2020, still under the initiative of president Thomas Durand two new dual membership (DM) agreements were signed respectively with:

- ➔ **ANPAD** - Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazil)
- ➔ **AIMS** - Association Internationale de Management Stratégique (France)

A high point of the relation with PAs is the presidential activities at the EURAM annual conference that constitutes a forum in which, at the invitation of EURAM president, the presidents (or their representatives) of other national and supra-national associations of management gather to discuss issues of importance to the field of management education, research and/or practice.

Following the 2018 presidential activity devoted to the state of management research and the 2019 discussion about the state of Management Faculty Careers in Europe and across the world, in 2020 the presidential activity dealt with how individual academic members, management schools as a whole and also our associations can better respond to business challenges. In addition to the actions regarding PAs, the VP ER has continued to assist the VP research as EURAM representative in the selection committee of the Edith Penrose award for trailblazer research in management, generously sponsored by INSEAD, relating to INSEAD representative in the committee and to the INSEAD dean for faculty, for the continued strengthening of this recent award's reputation. In 2020, the

second edition of the award took place, with the selection committee under the chairing of Prof. Anna Grandori.

The year 2020 being a special year due to the Covid-19 pandemics, EURAM also proposed and organised with the help of the HQ staff (Nicola Pellegrino and Luisa Jaffé) and many national representatives and board members the virtual community conversations which took place during the summer 2020. Together with Raquel Ortega (U. of Zaragoza) and several senior colleagues who volunteered we offered the 1-2-1 junior-senior faculty online conversations.



# REPORT ON MEMBERSHIP



**Miia Martinsuo,**  
Vice President Membership

EURAM membership has developed positively, but clearly faces a challenge during the Covid-19 pandemic. EURAM maintains a diverse membership throughout the globe and various management disciplines. All faculty levels are represented, with strong involvement of senior faculty (professors, associate professors), post-doctoral researchers and lecturers, and doctoral candidates. In 2020, EURAM had 1910 members, which shows a slight increase from the previous year and was not impacted by the pandemic, yet.

The relative share of European members has slightly decreased to 73,5% (compared to 77% in 2019), and the share of non-European members (North America, South America, Asia, Africa, Australia and New Zealand) has continued to increase, bringing positive diversity to membership. Members come from 65 different countries, of which France, Germany, Italy, U.K., USA, Spain, Portugal, the Netherlands, Australia, and Switzerland, have the largest number of EURAM members. Altogether 33 countries had their representatives in the board of EURAM in 2020.

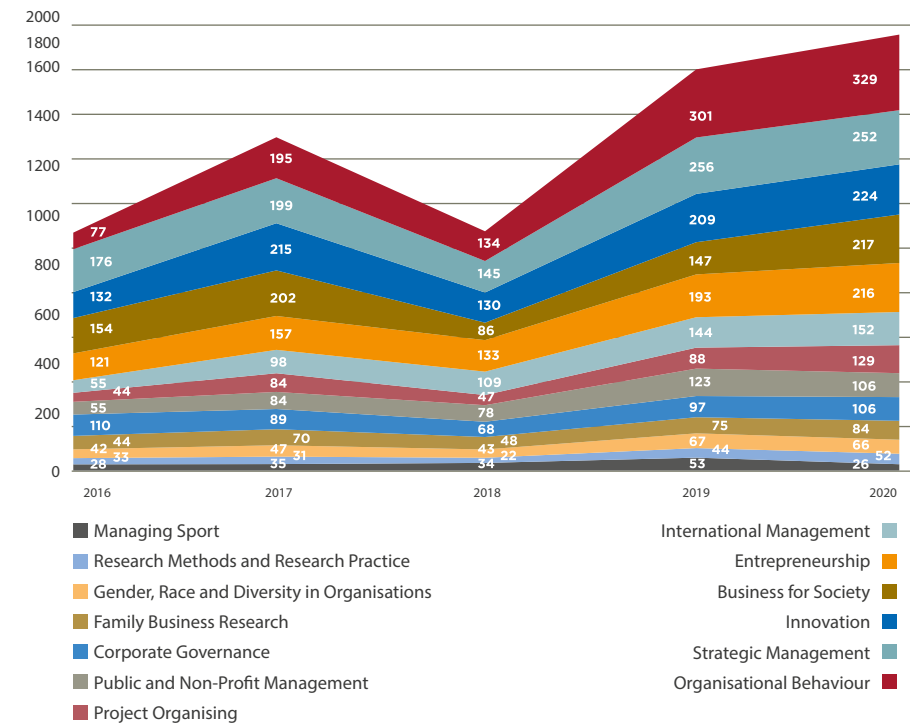
In the year 2020, EURAM executive committee pursued membership development activities on three main fronts. Firstly, EURAM continued to implement the new kinds of membership options. Multi-year membership options are now well available, and dual memberships with national management associations have been and continue to be negotiated.

Secondly, due to the Covid-19 pandemic, EURAM engaged in intensive activities to set up contingency plans for the conference and implemented two surveys to identify and prioritise members' expectations towards an on-line conference and other related activities. The surveys were actively responded to (1st survey 926 respondents, second survey 527 respondents) and offered important information to support and guide the task force that was set up for defining and implementing the contingency plan and consequently the on-line conference.

Thirdly, based on the surveys, EURAM developed and piloted with new kinds of collaboration formats with members, prior to and in connection with implementing the on-line conference. For example, many SIGs organised virtual pre-conference activities, some national representatives organised country-specific online community conversations, and additional volunteers organised one-to-one mentoring sessions. Experiences from these pilots are helpful in developing forthcoming new services.

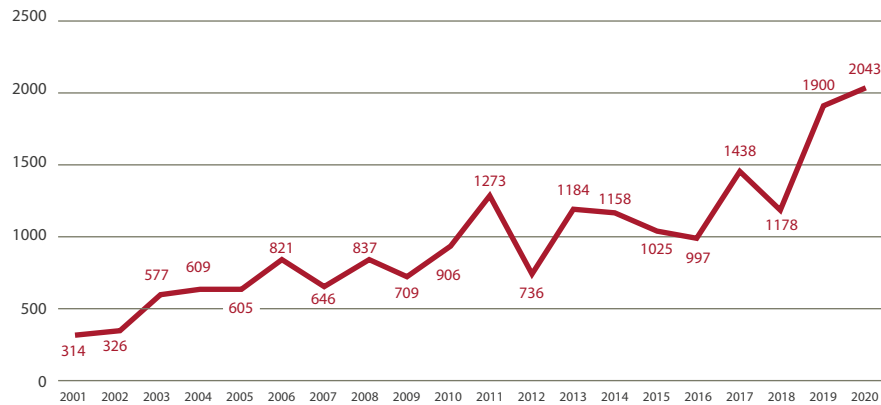
The year of 2020 triggered EURAM to consider how the virtual activities can be used also after the pandemic on any EURAM domains (SIGs, countries, doctoral candidates, early career, research development), what the alternative new member entry processes to EURAM could be, and how the member newsletter can be used to communicate EURAM issues better. We believe that 2020 helped EURAM to build readiness to offer a richer variety of activities to members, besides the main conference and raised awareness that international cooperation can continue also in the virtual world.

## SIG MEMBERSHIP BETWEEN 2016 AND 2020

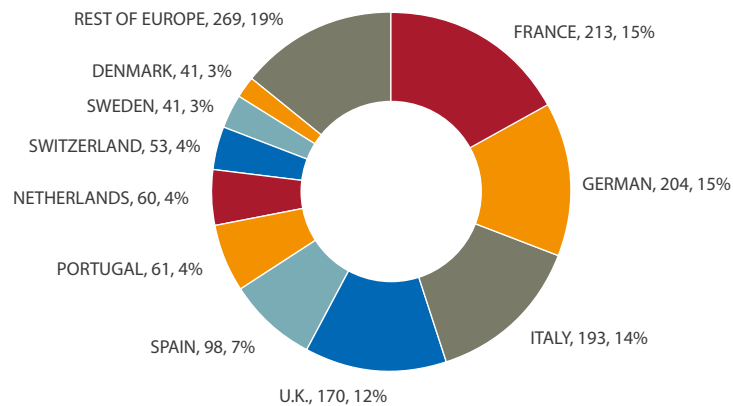




## EURAM MEMBERSHIP



## MEMBERSHIP IN EUROPE: TOP 10 COUNTRIES



## REPORT ON CONFERENCES



**Eythor Ivar Jonsson,**  
Vice President Conferences

The plan was to host the EURAM 2020 conference in Dublin, Ireland, in June 2020, until Covid-19 pandemic changed the plan. When it was unfolding how serious the pandemic was the conference was postponed until 4-6th of December 2020. It was furthermore decided that the conference would be held online because of travel restrictions. This was the first EURAM online conference in the history of the organisation.

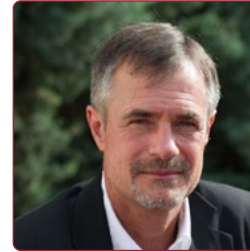
The official host of the EURAM 2020 conference was Trinity College in Dublin and the theme was “The Business of now: The future starts here”. Although the conference was online, rather than in Dublin as originally planned, the structure of the conference for most parts was consistent with the original plan. Some innovations were added to the online format to improve the online experience, for example Morning Coffee meetings with Executive Committee, the board of directors and the SIG chairs. Some 1161 delegates from sixty countries attended the conference. It was a smaller number of participants than previous years but very satisfactory given that the conference was for the first time online. It was non the less active conference with 350 paper sessions, 3 keynotes, 17 symposia, SIG sessions, Morning coffee, Meet the Editors, Speed Networking and SIG Hangout rooms. The online platform was buzzing with interaction and inspiring conversations.

When it was evident that EURAM 2020 conference could not be held in Dublin physically an online 2020 task force was created with the local organisation committee, SIG chairs, specialist, the headquarter team and EURAM Vice presidents, chaired by the VP of Conferences. The online 2020 task force was responsible for creating an online format for the conference, which included finding an online platform which would work for the complex format of a EURAM conference. The task force met on a biweekly basis throughout most of the year to facilitate decision making and project organisation. It was important that the

local organisational committee from Trinity College volunteered to help organize the conference although it would be held online instead of in Dublin. In the end the conference was co-chaired by Andrew Burke, the Dean of Trinity Business school, Trinity College Dublin and Eythor Ivar Jonsson, the EURAM Vice President for Conferences.

It was an important learning experience for the EURAM community to organize an online conference. A lot of effort was put into creating an online conference which was a new type of experience. It turned out when delegates were surveyed the rating of the conference was similar to previous onsite conferences. The online conference helped to inspire a new direction for EURAM which hopefully can make the community even stronger in the future. Although EURAM 2020 was very different from previous conferences it was a huge success and an important milestone in the history of EURAM.

## REPORT ON ACTIVITIES



**Pierre Dussauge,**  
Vice President EECC

The 11th EURAM Early Career Colloquium was held at the Business School of the University of Huddersfield in the UK, March 9 to 11, 2020. Despite the outbreak of the Covid-19 epidemic, Professor Joanna Szulc, a faculty in the Department of Management of the hosting university, did a wonderful job putting together the event. For many of those participating, the EECC in Huddersfield turned out being the last academic event they were able to attend face-to-face before we all went into lockdown and everyone's academic life became essentially virtual! Regretfully, we did have a few last minute cancellations because of the pandemic, but most registered participants were able to make it and the colloquium was able to proceed as planned and turned out being a great success.

The Colloquium brought together some 30 participants as well as a dozen mentors and keynote speakers. Each junior faculty participant got to present his/her paper during a roundtable and receive detailed feedback from the other participants at the roundtable as well as from one of the mentors. In addition, former EURAM Presidents Profs. Sibel Yamak, Thomas Durand and Peter McKiernan discussed the "rules of the game" for building a successful academic career in an inspiring plenary session. Another plenary saw Huddersfield Business School Professor John Nicholson present his highly relevant work on "Contributions in Business Research". The event ended with a very interesting forum on how to bridge the "Divide between Research and Teaching".

In addition to the purely academic programme, several social events were organised as part of this year's Colloquium. We first participated in a very intense "Laser Quest" game that allowed participants and mentors to immediately "break the ice". This was followed by some drinks at the local Magic Rock brewery before we all got together for dinner and interesting – academic of course! – discussions. The official conference dinner impressed many of us as it was held in a historic church, which created a memorable atmosphere.



Overall, the 11th EURAM Early Career Colloquium was a most pleasant experience for all involved. We are also confident the junior faculty who participated found it was a very valuable experience which has helped them think differently about their research and the development of their academic career.

We would like to take this opportunity to once again thank Professor Joanna Szulc who agreed to organise the 11th edition of the EURAM Early Career Colloquium in Huddersfield, managed it very skillfully and ultimately made it a great success on all dimensions, despite the mounting panic associated with the spread of the Covid-19 pandemic.



## REPORT ON DOCTORAL COLLOQUIUM



**Mine Karatas-Ozkan,**  
Chair of Doctoral Colloquium,  
University of Southampton

Doctoral Colloquium 2020 was a great success with 43 doctoral participants joining us from across 18 countries (Austria, Australia, Belgium, Canada, China, Czech Republic, Finland, Germany, Ireland, Italy, New Zealand, Portugal, Slovenia, Spain, Sweden, South Africa, United Kingdom), representing 13 of our SIGs. The distribution is as such: Strategic Management (8); Entrepreneurship (6); International Management (6); Business for Society (5); Innovation (3); General Management (3); Gender, Race and Diversity (3); Corporate Governance (3); Organisational Behaviour (2); Research Methods (1); Public and Non-Profit Management (1); Managing Sport (1). We had 18 mentors in these subject domains from within our EURAM community, joining us from 8 countries (Germany, Finland, Ireland, Italy, Norway, Turkey, UK, USA).

We had a two-day online event (7-8 December 2020) following the main online conference. It started with a keynote address on understanding the implications of pandemic for business and management research, followed by a Meet the Editors session and Research Methodology workshops on the first day. Mentoring sessions were highly popular, as always. Other highlights of the DC 2020 include the reflection session prior to which we had asked our doctoral students about the key challenges, issues and opportunities through a survey. At the DC, we had an interactive reflective session elaborating on these survey responses and further interactions at the live session. This session was the second most popular ranked by our students, following the Meet the Editors session. Other highlights included a mindfulness/coaching game, Points of You, facilitated by a professional career coach, played both by our students and colleagues (mentors and speakers), as well as a musical experience and award ceremony to close our DC. Overall, the feedback from our students was overwhelming, highlighting that the online DC exceeded all expectations considering that this was the first virtual event of this kind for most of them.



# REPORT ON GOVERNANCE & FINANCE



**Dorota Dobija,**  
Vice President Governance & Finance

## Governance

The year 2020 is a special year for EURAM in terms of governance. The EURAM 2019 General Assembly approved new statutes for the association. The key changes included a new role of EURAM chairperson, a smaller board but with representation from all EURAM key constituencies, and harmonisation of terms of office for all EURAM officers. For the first time, the Strategic Interest Groups (SIGs) will be formally recognised in the governance structure through the creation of the SIG Committee, as well as our EURAM fellows through the College of Fellows. The implementation process was set in motion in 2020. The timeline for the implementation of the new statutes as well as the policies and procedures for the elections were prepared and agreed upon with important EURAM constituencies and with the General Assembly. The new statutes are expected to be fully implemented by June 2021.

In 2020, 45% of the Academy's revenues come from membership fees, 39% were revenues from its annual conference and 16% were from other sources of revenues such as the profit share from the European Management Review. However, the revenues were lower than expected mainly due to the decrease in number of participants in our annual conference in these turbulent and uncertain times of the Covid-19 pandemic.

## Accounts 2020

Successful conferences in the past years as well as sound financial management allowed the association to accumulate funds to secure the future of the academy financially in case of crisis and help the development of additional services for its members such as grants, awards among others as well as creating the budgets for each Strategic Interest Group. Some funds have been also used to invest in

IT and to move the Academy to the next level of the digital era to manage its awards, grants, doctoral colloquium and conference. These accumulated funds were also used to cover the deficit as of 2020.

Still, a sizeable amount of cash of 678 290,14 Euro assures the continuity of the association's activities at this end of 2020. In addition, you may notice that due to the postponement of the conference to December, 159 110,85 Euro of proceeds from the conference is expected to arrive early January 2021. We all hope that with the end of the pandemic and opening of the global economy in the new normal EURAM's activities will continue to grow and that we will be able to maintain funds for further development of our Association.

Since 2017, the accounts of the association undergo an annual financial audit. Each time, the auditor has expressed a positive opinion on the association's financial statements. The full report is available upon request.





## PROFIT &amp; LOSS STATEMENT IN EURO

INCOME IN EURO	2020	2019
Membership fees	124 050,23	148 690,75
Conference Surplus	-122 496,57	69 486,10
HQ services for the conference	230 000,00	230 000,00
EURAM Early Career Colloquium	6 080,00	
EMR Editorial Fee	15 531,42	14 629,03
EMR Profit share	13 954,00	10 461,00
Tax adjustment on royalties EMR		5 359,00
EMR Best Paper Award	1 769,95	1 702,13
Penrose Award	5 000,00	5 000,00
Other	1 445,00	
Interest	-677,02	183,41
<b>Total Incomes</b>	<b>274 657,01</b>	<b>485 511,42</b>
EXPENDITURES IN EURO	2020	2019
Grants	25 000,00	30 675,00
EURAM Awards including Penrose Award	10 001,00	10 001,00
Doctoral Colloquium Awards	1 800,00	1 800,00
Strategic Interest Groups	2 600,90	14 031,47
Early Career Consortium	4 665,91	
EiC Editorial Fee	14 948,15	14 629,03
EMR Best Paper Award	1 697,01	1 702,13
Taxes on Royalties	1 046,73	817,65
External Relations		6 096,60
IT Investments	12 463,40	9 437,73
IT licences	17 949,60	18 942,15
Travel VP Conferences		2 220,78
Travel VP External Relations		5 000,02
HR Costs	204 863,82	195 768,32
Additional Staff	9 865,35	11 126,53
Administrative costs (accountant, auditor, varia)	12 327,30	12 237,53
Committee Meetings	637,91	1 411,56
Travel HQ Staff		1 355,25
EO mobile phone	563,35	716,88
NFP Taxes	840,21	689,77
Translation on currency costs -	284,57	535,16
Bank& BCC costs	792,07	1 155,43
<b>Total Expenditures</b>	<b>322 347,28</b>	<b>340 349,99</b>
<b>Result of the year</b>	<b>-47 690,27</b>	<b>145 161,43</b>
	<b>274 657,01</b>	<b>485 511,42</b>

## BALANCE SHEET IN EURO

ASSETS	2020	2019
IT Investments	50 253,79	37 750,51
Depreciation IT	-21 087,39	-9 437,63
Net asset investments	29 166,40	28 312,88
Cash in Bank	678 290,14	1 017 930,18
Charges to be deferred	1 921,09	8 329,67
Sundry Debtors	79 655,71	5 310,00
Revenue acquired (Journal + Conference 2020)	159 110,85	11 309,00
VAT	29 177,97	24 685,67
	<b>977 322,16</b>	<b>1 095 877,40</b>

LIABILITIES	2020	2019
Prepaid Membership Fees	80 760,16	128 784,38
Costs to be charged	3 450,70	8 379,29
Sundry creditors	11 903,55	33 536,14
Invoices receivable		59,52
Belgian HR	12 788,95	9 009
Surplus Previous Years	916 109,07	770 947,64
<b>Result of the Year</b>	<b>-47 690,27</b>	<b>145 161,43</b>
	<b>977 322,16</b>	<b>1 095 877,40</b>



# REPORT ON PRACTICE



**Stefan Güldenbergh,**  
**Vice President Practice**

The year 2020 has been a truly special year and will stay in our memories forever. The last attended onsite event was the 11th edition of the EURAM Early Career Colloquium (EECC) at Huddersfield Business School, where the Europe-wide lockdown was already looming during the event.

As a direct consequence of these developments of a worldwide pandemic, we had to postpone our annual conference to December and hold it virtually. These developments have since led to a strategic working group considering the future positioning of this conference, particularly with regard to practitioners.

In addition EURAM has continued its efforts to establish the [EURAM SPARKS](#) initiative. EURAM SPARKS is an open-access platform driven by the idea to widely spread the latest research findings from the EURAM community towards practitioners. SPARKS are based on cutting-edge research of EURAM members published in academic journals, academic books or at academic conferences. SPARKS are presented in their very essence, understandable and impactful for practitioners who are provided with practical solutions and recommendations at their fingertips. A high-level Editorial Board ensures that each Spark contribution will be evaluated and only those having the potential to represent up-to-date scientific management knowledge and practical relevance will be published as EURAM SPARKS. In addition all SPARKS will be professionally edited in order to communicate management research in the most appealing way without losing its scientific accuracy.

We also started some new initiatives in 2020. These included the launch of EURAM College of Management Friends. It is a group of high level practitioners which are interested and would like to get engaged in the future development of the academic discipline of management.

Additionally, during the last years we saw a growing trend of more and more DBA and corporate PhD programs evolving. We as EURAM see the participants of these programs as a great opportunity which could support our mission reaching out into the world of practitioners. Therefore EURAM looks very much forward to our established partnership with EDAMBA (European Doctoral Programmes Association in Management and Business Administration). Together with them we see it worthwhile to organise special webinars on the future of doctoral research and education as well as establishing quality standards and guidelines of responsible doctoral research together with practice.



# EURAM CONSTITUENCIES

## Executive Committee



Kathrin Moeslein  
President  
University of Erlangen-Nuremberg  
& HHL Leipzig



Thomas Durand  
Past President  
Le Cnam



Xavier Castaner  
Vice President  
University of Lausanne



Dorota Dobija  
Vice President  
Kozminski University



Hervé Dumez  
Vice President  
École Polytechnique



Pierre Dussauge  
Vice President  
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Vice President  
University of Lichtenstein



Rémi Jardat  
Vice President  
Université d'Evry



Eythor Ivar Jonsson  
Vice President  
Akademias & CBS



Miia Martinsuo  
Vice President  
Tampere University of Technology

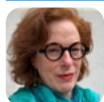


Komlan Sedzro  
Conference Chair 2021  
ESG-UQAM



Luisa Jaffé  
Executive Officer  
EURAM

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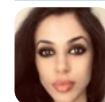
## National Representatives



Julien Pollack  
Australia  
University of Sydney



Dieter Bogenhold  
Austria  
University of Klagenfurt



Kamila Moulaï  
Belgium  
Université Catholique de Louvain



José Carlos Lazaro Da Silva Fihlo  
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Federal University of Ceara



Jaime Morales  
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Trent University



Ke Rong  
China  
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Denmark  
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Miia Martinsuo  
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Toulouse School of Management



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Athens University of Economics & Business



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Políticas



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Higer School of Economics



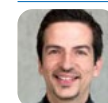
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Stewart Clegg  
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Alessandro Zattoni  
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# MEMBERSHIP TYPES & BENEFITS

## Membership types

EURAM has multiple membership options, depending on the career stage of the individual, membership duration and connection with a partner association.

## Eligibility

Any person whose primary business or field of interest is relevant to the advancement of engaged scholarship and reflective management practice may become a EURAM Member.

	<b>One-year regular membership</b> (Belgian VAT 21% included)	<b>Multi-year regular membership</b> (Belgian VAT 21% included)
<b>Any Academic*</b>	80 Euro	140 Euro for two years 180 Euro for three years
<b>PhD student **</b>	60 Euro	
<b>Dual association membership with a Partner Association (PA)***</b>	Joint price for both EURAM and the PA memberships	

\* Except PhD students.

\*\* Doctoral candidates need to upload a scanned document such as a letter of acceptance in a PhD programme or a student ID card.

\*\*\* These dual memberships imply the same membership benefits as a regular membership. Prices may vary, depending on the membership fees partner association.

Lapsed members are reminded annually to renew their membership. By attending the EURAM conference, you will automatically become a member for the following calendar year starting on 1 January.

The **membership** can be **initiated/renewed** by following [this link](#).

## Membership benefits

By joining EURAM, you are entitled to the following benefits:

- + Newsletter
- + E-directory
- + Strategic Interest Groups
- + Involvement in EURAM governance
- + Access to the European Management Review and 14 complimentary management journals
- + Job Market
- + Special events for selected target groups: e.g. doctoral candidates, early career professionals, research directors, ongoing online events organised by tracks and SIGs
- + Dual membership
- + Awards
- + Grants



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Academy of  
Management**

**EURAM**

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With the support of Luisa Jaffé & Nicola Pellegrino

