

European
Academy of
Management

EURAM

ANNUAL
REPORT
2019



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REPORT FROM THE PRESIDENT



THOMAS DURAND

Dear colleagues and friends,

At the annual 2020 Conference, EURAM will celebrate its 20th anniversary.

This will be a good opportunity to look back at what we achieved together since the founding and first conference of the academy in Barcelona in 2001. Reflecting on our goals and achievements may help think the path forward.

We know that EURAM aims at developing Management Research and Education to improve knowledge and practice about how to lead organised collective action. Yet, that being stated, the question of how to achieve this overarching goal remains.

Let me simply recap below what the Executive Committee did since I became president of the academy in June 2018.

We discussed a strategy memo that I presented to the Executive Committee, before communicating about it in the [EURAM Newsletter dated June 2018](#). That served as a compass in what followed.

We have secured the business model of the Academy that made it possible to recruit another permanent staff member, Nicola Pellegrino, at the headquarter in Brussels. With this additional resource, the intent is clearly to provide more services to members. Typically, we have launched the e-Directory that helps members connect to one another.

We have had the new statutes approved by the General Assembly in Lisbon, improving the governance of the Academy and giving a stronger role to the SIGs – the heart of EURAM, with Rémi Jardat coordinating the SIGs. The new statutes will be implemented over a period of about 15 months. Silke Machold has been instrumental in moving forward the statutory issue relentlessly for over four years.

We have strengthened the EECC with Peter Dussauge, the DC with Mine Karatas-Ozkan, the grants and awards that Sibel Yamak had developed so well, including one with the Project Management Institute with Hervé Dumez, the presidential activities with Xavier Castañer who invites the presidents of partner national academies of management and international learned societies to discuss issues faced by our community of scholars. The presidential activities help establish EURAM as a key player internationally. In return some of us have represented EURAM at our partners' conference (ACEDE in Spain, AIMS in France, SIMA in Italy, AoM in the US, BAM in the UK, EGOS, etc.).

We have also started new initiatives that are already bearing fruits:

- “Penelope” with Miia Martinsuo, aiming at attracting more colleagues to EURAM and inviting former members to come back to keep enjoying EURAM benefits; as part of this initiative, we lowered the membership fee for all members and offered two or three-years membership options. We have welcomed our colleagues from EDiNEB who were looking for a platform to pursue what their learned society had done over the years.
- “Dual membership scheme” offered to partner academies to pay EURAM membership fees while renewing their membership with their national academy. This scheme is being implemented with ANPAD of Brazil and ACEDE of Spain. More are following, including SIMA from Italy, SFM and AIMS from France and ASAC from Canada.
- “[EURAM SPARKS](#)” with Stefan Gueldenberg, inviting our members to draft a two-pager that presents the main findings of one of their paper to practitioners; we also try to create some space for DBA or Industrial PhD candidates to join the doctoral colloquium and/or the main conference to help them understand what an academic conference is really like, while bringing their own perspectives into our sessions.
- Transforming our IS with Luisa Jaffé and Nicola Pellegrino, to reconcile the subsystems that had emerged in four different sites over the years.

We have also started longer-term projects and initiatives that have yet to deliver:

- The “EURAM Societal Challenges” to dig into some hot societal issues to voice what our management research community can contribute to public debates;
- The “Soft Law” initiative around the rules of the game in our community to discuss and possibly influence the setting in which our profession operates in its diversity, while searching for quality and excellence in management research and education.
- Considering a second journal beyond EMR to offer a second outlet for our members to publish their work in a context of transformation of the publishing landscape with Open Science and Open Access publications.

I was fortunate enough to become president after Sibel Yamak who had done a great job with her Executive Committee. When I took office, the house was in order, with ongoing projects that we could smoothly implement. We did our best to imagine additional initiatives to serve our members, our community, and the field of management. Some of these initiatives, we have developed, and some others remain to be pursued. As I am passing the baton to Kathrin M. Möslein, I am confident that EURAM will keep moving forward.



REPORT ON STRATEGIC INTEREST GROUPS



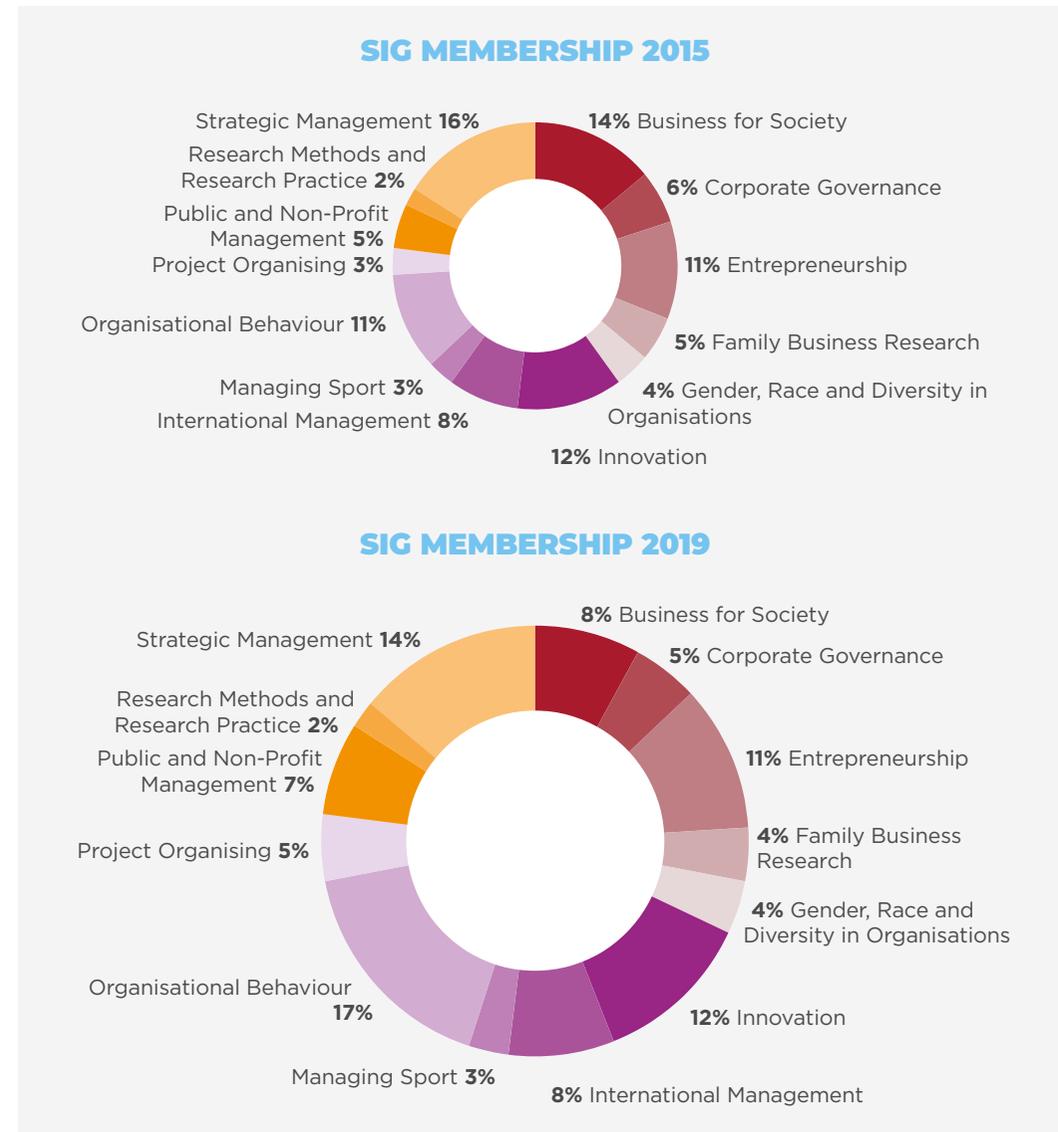
RÉMI JARDAT, VICE PRESIDENT
STRATEGIC INTEREST GROUPS

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

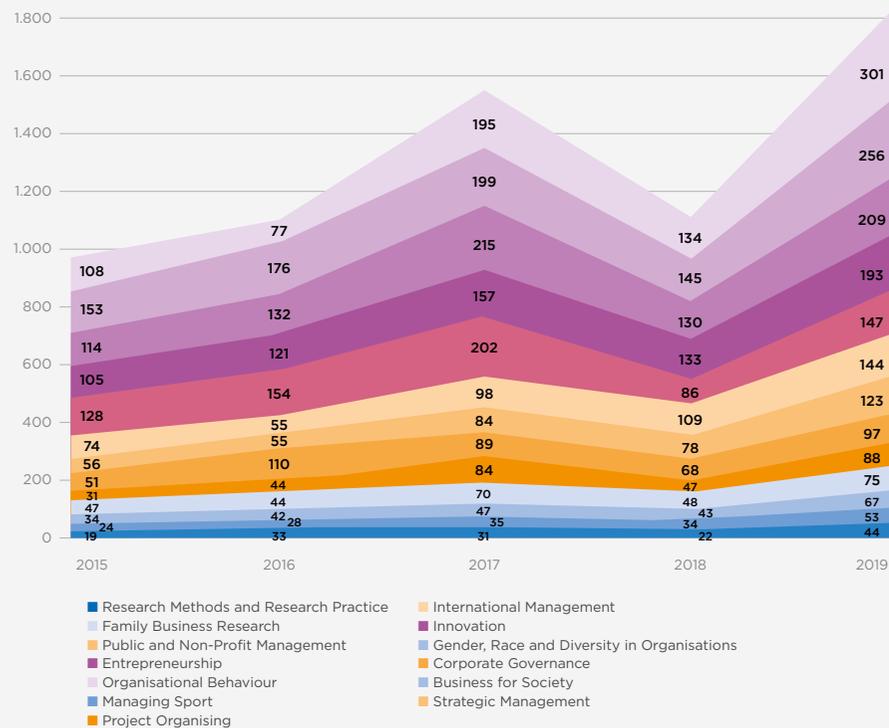
for Society). Similar to the variety of European landscapes and urbanistic settings rooted in history, SIGs missions and perimeters originate in contingent workflows and decisions that were built collectively over the years. The result of the process is a unique idiosyncratic harmony by which SIGs with 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.

With this architecture, 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 2019.



SIG MEMBERSHIP BETWEEN 2015 AND 2019



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 2019, Oliver Gajda, the Executive Director of the European Crowdfunding Network, offered an enlightening portrayal of the relevance of crowdfunding for both business and academic communities. In 2019, the SIG managed 8 tracks receiving 231 papers submissions and organized 9 symposia. 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.

Corporate Governance



NIKOLAOS (NIKOS) KAVADIS, COPENHAGEN BUSINESS SCHOOL

The Corporate Governance interest group is among the first groups of EURAM with consistent presence in its annual conferences since 2002. Throughout the years, the group has developed in an academically eclectic, cross-disciplinary and open forum for the development of corporate governance research in Europe and beyond, providing the possibility to experienced and junior corporate governance researchers to present their work,

receive constructive feedback, and being up to date on cutting-edge corporate governance research. Within the interest group, we promote exchange of ideas and facilitate new research collaborations, while maintaining our open community spirit through our social events. As a boundary-spanning group, we host numerous top scholars as guest speakers from across the world, and we organise or support different events, regular or ad hoc, including a multitude of workshops and doctoral seminars across Europe. Carrying on our activities in 2019, we hosted a variety of keynote speakers in our annual conference kick-off event and plenaries (including B. Boyd, B. Connelly, C. Crossland, C. Post, and A. Zattoni) and granted awards for the SIG's best reviewer, best paper, and most inspirational paper, as every year during the SIG's dinner, a social event that increasingly attracts conference participants.

Entrepreneurship



MATTHIAS RAIH, OTTO-VON-GUERICKE UNIVERSITY

The SIG Entrepreneurship aims to develop an intriguing, explorative, and constructive dialogue among entrepreneurship scholars and practitioners to promote research and best practices for entrepreneurs in the contemporary world. With EURAM as a fruitful and supportive international platform for academics, the impressive growth of the SIG Entrepreneurship

is largely driven by younger researchers in this expanding field. In 2019, the SIG Entrepreneurship again broadened its scope of conference tracks, where the proponents of the research topics are committed to push the quality of the submissions and promote the contributors. This included two sponsored best-paper awards for the tracks "Entrepreneurial Processes" and "Growth Strategies & Internationalization for SMEs," a special issue on "Entrepreneurial Decision Making" in *Management Decision*, and the volume *European Entrepreneurship Research and Practice: A Multifaceted Effort Towards Integration of Different Perspectives*, edited by current and past SIG officers, with selected conference papers.

Family Business Research



ANNELEEN MICHIELS, HASSELT UNIVERSITY

The Family Business Research SIG aims to be the ideal opportunity to assess the conceptual development, empirical research, and future directions of the family business field within a broader community of European scholars of management. We envision this SIG as an international arena to attract contributions of both new scholars of the field and scholars from

the established community in family business, that will provide new insights on topics that have received significant attention in the past, as well as we especially encourage scholars to undertake innovative papers and discussions of topics that have not received much attention but are important in the field.

During the 2019 conference, Prof. Dibrell gave an inspiring keynote, followed by a lively Q&A session. We handed out two awards: a best paper award (sponsored by Family Firm Institute, 1000 Euro) and a best reviewer award (sponsored by UHasselt, 500 Euro). On top of that, a paper from the SIG FABR won the overall EURAM best paper award! Our SIG awards were handed out during our social dinner at an amazing restaurant in Lisbon. The day before, our SIG FABR members headed out of town for a wine estate tour and tasting at Quinta de Sant'Ana, a wonderful family-run winery.

Gender, Race and Diversity in Organisations



HAMID KAZEROONY, WALDEN UNIVERSITY

In 2019, GRDO SIG installed new SIG co-chairs, programme co-chairs, and track chairs. The SIG leadership group has paved the way to rotate leadership in 2021. Current programme chairs would become SIG co-chairs at the end of 2021 annual conference. Also, other leadership positions will rotate, accepting programme chairs. Track chairs

and communication officers will stand for programme chair positions at the end

of 2021 conference. The SIG has created a publication book series with Routledge Publishing and is currently in the process of reviewing proposals. The GRDO SIG leadership is currently working on an article to contribute to EURAM SPARKS initiative.

Innovation



VIVEK VELAMURI, HHL LEIPZIG
GRADUATE SCHOOL OF
MANAGEMENT

The Innovation SIG is among the first founded groups of EURAM with a consistent presence in its annual conferences since 2002. In 2019, over 160 papers in nine tracks were presented at Lisbon. Two new standing tracks (Digital Innovation: Strategies, Competencies, Theories, and Practice; and

Sustainability, Circular and Green Tech Innovation) were added to the Innovation SIG portfolio. The SIG published a special issue in the EMR (Guest edited by Pascal Le Masson, Maria Elmquist, and Annabelle Gawer) titled “Innovation Theory and the (Re-)foundation of Management: Facing the Unknown” comprising of six thought-provoking studies. In 2019, Vivek Velamuri (HHL Leipzig) was elected as the new SIG chair for a 3-year term. The SIG social event at Lisbon was a huge success where three papers were recognised as the best research papers of the innovation SIG.

- Hannele Väyrynen (Tampere U.) - Self-managing the idea for innovation with the innovator action grant model (IAGM)
- Tim Mosig et al. (HHL Leipzig) - My data my precious: tearing down barriers to data-driven business model innovation
- Vidya Oruganti et al. (Grenoble Ecole de Management) - The effects of upstream & downstream dependencies of a firm on market returns from its innovation efforts

International Management



MARKUS KITTLER, MCI MANAGEMENT
CENTER INNSBRUCK

The annual conference is a main medium to achieve the EURAM SIG International Management (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. Having “Expatriate Management”, “International Competitiveness” and

“Regional Perspectives” as longstanding foci, more recently, the cultural interest previously reflected in the general track has evolved into a community of scholars at EURAM looking at the nexus of culture and management. This research interest is since 2019 reflected in a standing track on culturally sensitive research in organisations. In order to capture the contributions our SIG makes to international management research, a panel series of “Famous Scholars” is regularly included in the programme (and partially streamed) in order to provide insight into the research of key authors in the field of Expatriate Management research and links to practice. Additionally, the SIG annually provides its Best Paper Awards including the Best Paper Award for Expatriate Management papers at EURAM (in collaboration with the Emerald Journal of Global Mobility).

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 of and in sport,

the digitalisation of sport and entrepreneurship and innovation in sport. The SIG welcomes scholars and practitioners with primary or secondary focus on sports. 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 2018 covers five articles and one editorial. The themes covered are management of football clubs, challenges in the bidding process for large-scale sport events, value co-creation by sport spectators, and technology acceptance in the sports virtual reality settings. Details are available [here](#).

Organisational Behaviour



ZEYNEP YALABIK, UNIVERSITY OF BATH

Organisational Behaviour (OB) SIG consists of a friendly and professional group of people who are keen to develop a constructive discussion on the recent issues of the OB field. OB SIG attracts international group of academics as well as practitioners who are ready to share their interests and experiences with each other. OB SIG aims to promote questions, solutions, and implications in relation to individual and group behaviour in the organisations. In addition to four standing track topics (OB general, HRM, Leadership, Team Performance Management), OB SIG welcomes new topics of interest to be proposed every year. Last year, we had conference tracks on meaningfulness, trust, and organizational cognition topics. 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*.

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 direct relation with our aim, in 2019 our SIG featured 75 paper presentations in five tracks: General track, Action-research, Projects & Society, Human resource management, and Major projects. These five tracks illustrated our members' diversity of interests. Our SIG also featured a symposium on resilience with the contribution of several disciplines in relation with projects.

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 best reviewer award. Finally, the PMI-sponsored SIG reception featured the Project Management Journal's paper of the year award.

Public and Non-Profit Management



ANDREA BONOMI SAVIGNON,
UNIVERSITY OF ROME TOR VERGATA

The EURAM Public and Non-Profit Management SIG consolidated its research publication and dissemination activities over the past two years, building on its cohesive community of scholars.

This has led to several publication outlets promoted within the SIG, such as the edited book “Hybridity in the Governance and Delivery of Public Services” (Emerald, 2018), and the special issues “Accounting, Accountability, and Governance in Nonprofit Organisations and Government-owned Enterprises” (Journal of Public Budgeting, Accounting and Financial Management - 2019) and “Inter-institutional performance management: performance indicators at organisational boundaries” (International Journal of Public Sector Management. More to come in 2020-2021.



Research Methods and Research Practice



GIANPAOLO ABATECOLA,
UNIVERSITY OF ROME TOR
VERGATA



BILL LEE, UNIVERSITY
OF SHEFFIELD

The Research Methods and Research Practice 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 2019, the SIG experience was interesting and exciting. 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. The additional track about Management and Organization Theory included sessions about social, evolutionary, complexity, and systems theory. The SIG also offered a stimulating kick-off, and a lively plenary session, in which the relationship between research methods and the international academic context figured prominently.

Led by SIG members, a special issue of the *Journal of Organizational Change Management* on “Theory as Method” is currently being prepared. Led by SIG members, the *Sage Mastering Business Methods* collection, and the new *Edward Edgar Dissertation Companions* book series, also provide other vibrant publication opportunities about research methods and practice.

Strategic Management



**ANABEL FERNÁNDEZ
MESA**, UNIVERSITY OF
VALENCIA



**ANNE-SOPHIE
FERNÁNDEZ**, UNIVERSITY
OF MONTPELLIER

The Strategic Management Strategic Interest Group is devoted to promoting state of the art strategic thinking by encouraging dialogue along 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.

In EURAM 2019, our SIG grew with the incorporation of two new tracks: Digital Strategy and Industry 4.0, and Strategic Responsiveness and Organizational Adaptation. The conference started with a kickoff with the title Facts, Fashion and Fado in Strategic Management: Tensions between new and old; where practitioners and researchers debated about the past, present, and future of Strategic Management. Last year we celebrated the 60th anniversary of Penrose's 1959 seminal book 'A theory of the growth of the firm' in a symposium presented by Xavier Castañer, Jay Anand, Christos Pitelis and Jay Barney. We also enjoyed a symposium about Ecosystems in Management Research – Current and Future research, where Annabelle Gawer, Agnieszka Radziwon, Ke Rong and Laurent Scaringella discussed the theoretical foundations of Ecosystems and future research on this topic.



REPORT ON RESEARCH AND EUROPEAN MANAGEMENT REVIEW



HERVÉ DUMEZ, VICE PRESIDENT
RESEARCH

EURAM's research activity consists of stimulating exchanges between researchers in the European management community (annual conference), helping to produce original and significant new knowledge (*European Management Review*), welcoming and encouraging progress (awards and grants).

EUROPEAN MANAGEMENT REVIEW

EURAM contributes significantly to the production of knowledge via the [European Management Review](#) which has established itself as one of the major general journals for our field. More and more researchers around the world are looking to publish in it (submissions exceed one per day) and downloads continue to increase. The editorial team led by the Editor in Chief Yochanan Altman awarded the best paper award to Joseph Amankwah-Amoah, University of Kent, Issek Antwi-Agyei and Hongxu Zhang, Bristol University for the article published in 2018 *Integrating the Dark Side of Competition into Explanations of Business Failures: Evidence from a Developing Economy*. The Best EMR Reviewer Award was given to Nagarajan Ramamoorthy, School of Business Administration, University of Houston-Victoria.

EURAM AWARDS GIVEN DURING THE AWARDS CEREMONY IN LISBON, JUNE 2019

EURAM intends to have high quality of research recognised. The prize for the best book was awarded this year to Henk Volberda, Frans A.J. Van Den Bosch, and Kevin Heij for Using Praise for *Reinventing Business Models: How Firms Cope with Disruption*, Oxford University Press. The best paper award went to "Dividends in the Family Firm Context: Does Socioemotional Wealth Matter?" by J. Samuel Baixauli-Soler, Maria Belda-Ruiz and Gregorio Sanchez-Marin, University of Murcia, and that of most inspirational paper at *Motivating on-demand workers through task-effective strategies: The differential effects of setting single vs. double*

goals on performance contingent upon regulatory foci" by Xiao Chen, Faculty of Business, University of Prince Edward Island and Wei Chi, School of Economics and Management, Tsinghua University. The best reviewer award was given to Dennis Veltrop, University of Groningen.

Finally, the Edith Penrose Prize, co-organised by EURAM and INSEAD, was awarded to Jay B. Barney, Professor at the Eccles School of Business at the University of Utah for his decisive work in strategic management.

In partnership with Project Management International a research grant of 46,000 Euro was awarded to Stewart Clegg, Distinguished Professor, Management Discipline Group, University of Technology Sydney, Australia, Shankar Sankaran, Professor of Organizational, Project Management University of Technology Sydney, Australia, Catherine Killen, Associate Professor and Director of the Postgraduate Project





Management Program, University of Technology Sydney, Australia and Hedley Smyth Professor of Project Enterprises and Director of Research, University College London, UK for their project *Innovation champions in UK infrastructure megaprojects*.

Finally, EURAM encourages high-level research by awarding grants to bright young researchers to help them develop breakthrough research (seven in 2019):

- *Non-binary view in organization: inquiring gender identity and discrimination in the workplace*, Davide Bizjak, University of Naples Federico II, Italy
- *Engaging Universities in Capacity Building for Alternative Business Models*, Olga Kuznetsova, Manchester Metropolitan University, UK and Andrei Kuznetsov, University of Central Lancashire, UK
- *Low-Status International Workers: their Situation, Concerns, and Organizational Justice Issues*, Washika Haak-Saheem, Henley Business School, University of Reading, UK, Gaye Özçelik, Istanbul Bilgi University, Turkey, Yvonne McNulty, Singapore University of Social Sciences, Singapore
- *Entrepreneurship, Diversity and Discrimination: An experimental Study*, Foteini Papadopoulou and Efstratios Ramoglou, Southampton University, UK
- *Ability, Motivation, and Opportunity of chronic ill employees at work: implications for HRM practices*, Silvia Profili, European University of Rome, Italy and Alessia Sammarra, University of L'Aquila, Italy
- *Putting Creative Spaces in Place. Agency, Identity, and Perceptions in Cultural Public Policies*, Damiano Razzoli, University of Modena and Reggio Emilia, Italy
- *Older Worker Retention and Workplace Climate in the Manufacturing Sector*, Wen Wang, University of Wolverhampton, UK

The editorial team of EMR, the Penrose Award Committee as well as the Scientific Council of EURAM play an essential role in promoting knowledge creation and collegiality across our members, and in recognising achievements of individuals and teams.



REPORT ON EXTERNAL RELATIONS



XAVIER CASTAÑER, VICE PRESIDENT EXTERNAL RELATIONS

External relations covers a wide spectrum of activities. During the last two years of this vice-presidency, there has been a substantial effort in strengthening the relations with our 'sister' associations of management across the world, that we list as partner associations (PA) in the website.

Under the initiative of Thomas Durand, a new dual membership (DM) agreement has been proposed to some associations and will hopefully be extended to others. Based on a Memorandum of Understanding (MOU), members of EURAM can become members of the signing PA and vice versa at a discounted rate. We are happy to report that in 2019 EURAM has signed a DM MOUs with the following PAs:

- [ACEDE](#) - Asociación Científica de Economía y Dirección de la Empresa (Spain)
- [ASAC](#) - Administrative Sciences Association of Canada (Canada)
- [SFM](#) - Société Française de Management (France)
- [SIMA](#) - Società Italiana di Management (Italy)



At the end of 2019 we were also about to sign a DM MOU with [ANPAD](#) - Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazil) - and a MOU with the Irish Academy of Management ([IAM](#)) so members can benefit from a discounted registration fees to attend each other's conference in 2020. From an operational standpoint, EURAM and these PAs are now working to make the dual registration's scheme accessible on their websites.

A high point of the relation with PA is the presidential activities at the EURAM annual conference that constitute a forum in which, at the invitation of EURAM president, the presidents (or their representatives) of other national and supranational 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 the state of management research ([summary is available](#) on the website), in 2019 we discussed *The State of Management Faculty Careers in Europe and across the World: Challenges and Some Possible Solutions*.

To prepare the meeting, a short questionnaire is sent to all invited presidents and the responses are summarised as the introduction for the meeting. The survey for the 2019 topic revealed a substantial consensus on the following seven challenges for management faculty across the globe:

- Increasing pressure on journal publication
- Greater specialisation and/or even sub-specialisation within disciplines
- More pressure to secure external funding for research activity
- Challenges of maintaining a high calibre of scholarship
- Marginalisation of scholars from 'poorer' schools and countries
- Legitimacy challenge: need to address societal relevance
- Technological challenge: need to deal with digitalisation and e-learning (ed-techs, disruption of existing universities)

The summary is [available online](#).

As part of the liaison role with PA, in representation of EURAM and together with EURAM past president, we also participated in the June council meeting of the International Federation of Scholarly Academies of Management. We also participated in the 2019 EGOS meeting, together with the President, as in 2018 and participated in an AOM 2019 PDW on diversity in management associations as well as in the associations' leadership meeting representing EURAM President. EURAM also proposed and was instrumental for the coordination and cooperation with ASAC for the two associations' annual conference in 2021 to be back to back in Montréal. Further, we delivered a presentation on EURAM to a group of university leaders from Central America in an activity organised by EFMD.

We have actively sought for fundraising opportunities. In 2018-2019, we obtained 5000 Euros from INSEAD to establish the Edith Penrose award for trailblazer research in management and worked with the VP research in establishing the MOU. We also obtained sponsorship from ESCP-EAP for the social activities of 2019 EURAM doctoral colloquium.

Finally, another area of external relations is the link with the European Union institutions. This is an area which requires more attention and resources. We have tried to establish connections with different European Union bodies such as the Commission and the Committee of Regions making our association available so the knowledge of our members can be tapped on for policy. More recently, an analysis of the ERC (European Research Center) funding regarding the field of management was conducted. It led to engage discussions with the ERC governance to call for the creation of a specific expert panel to cover management research proposals. See "Letter from the president" in the 2020 EURAM [June Newsletter](#).



REPORT ON MEMBERSHIP



MIIA MARTINSUO, VICE PRESIDENT MEMBERSHIP

EURAM community is built on the active engagement of its members. EURAM maintains a diverse membership throughout the globe and various management disciplines. In 2019, EURAM had 1900 members, and the number of members has almost doubled compared to 997 in 2016.

Also, the membership variety has increased: the share of European members is now 77% (compared to 82% in 2015), while the share of non-European members (North America, South America, Asia, Africa, Australia and New Zealand) come close to 1/4. Members come from 68 different countries, of which France, U.K., Germany, Italy, USA, Spain, the Netherlands, Australia, Switzerland, and Austria

have the largest number of EURAM members. Altogether, 30 countries or regions have elected and sent a representative to the council of national representatives that partakes in EURAM's governance.

The EURAM community attracts members throughout all phases of the academic career. Almost 50% of the members are senior faculty – professors or associate professors, deans or vice deans, and research directors. About 23% are teaching and research personnel typically at the post-doctoral level – post doctoral researchers, readers, lecturers, assistant professors, and adjunct professors – and over 23% are PhD candidates and junior researchers. Also, some aspiring researchers at the master's level join the EURAM community.

In the year 2019, EURAM executive committee had three main initiatives for membership development. Firstly, the membership fee was decreased. Secondly, EURAM started to develop new kinds of membership options. For example, a multi-year membership option was developed and offered (besides the single-year option), and this was taken very well by members: over 175 members already took the two- or three-year membership option. Also, agreements started to be signed with partner associations in management, to enable dual memberships (i.e., being member of both associations, with a reduced fee).

Thirdly, a study was conducted with volunteer National Representatives to analyse discontinuous membership. The intent was to understand the reasons for not renewing the EURAM membership and to find out ways to attract lapsed members back to EURAM. The reasons deal both with the nature of EURAM activities (still perceived as primarily centered on the annual conference) and with the individuals' personal career situations and choices. As a consequence of this analysis, ideas have been prioritised for EURAM membership development. Concretely, EURAM has already clarified the membership benefits, increased their visibility on the website, and started to develop selected new membership services.

Fourthly, and directly linked to the above, a new E-Directory was developed, launched, and promoted, to enhance communication among members. Since EURAM is much more than just an annual conference, keeping contact among members and activating new research and conference track ideas can occur at any time.

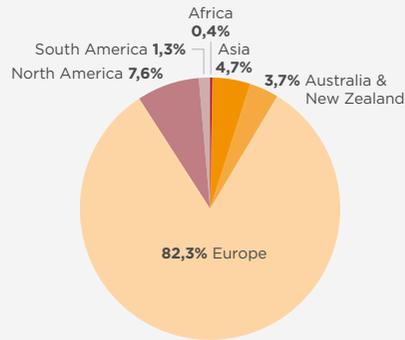
EURAM now explores possibilities to attract new networks and bigger track topics to the conference and to build continuity to strong tracks with an engaged community.

EURAM MEMBERSHIP 2001-2019

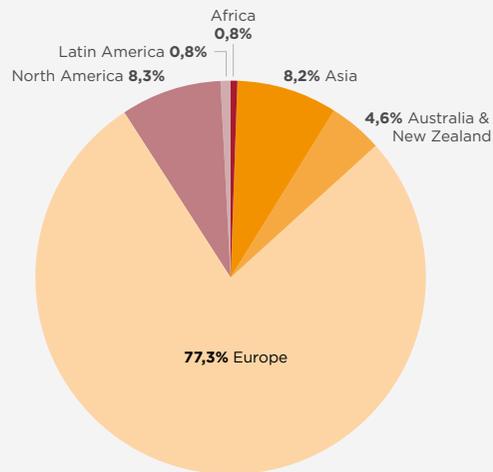


EURAM MEMBERSHIP BY CONTINENT

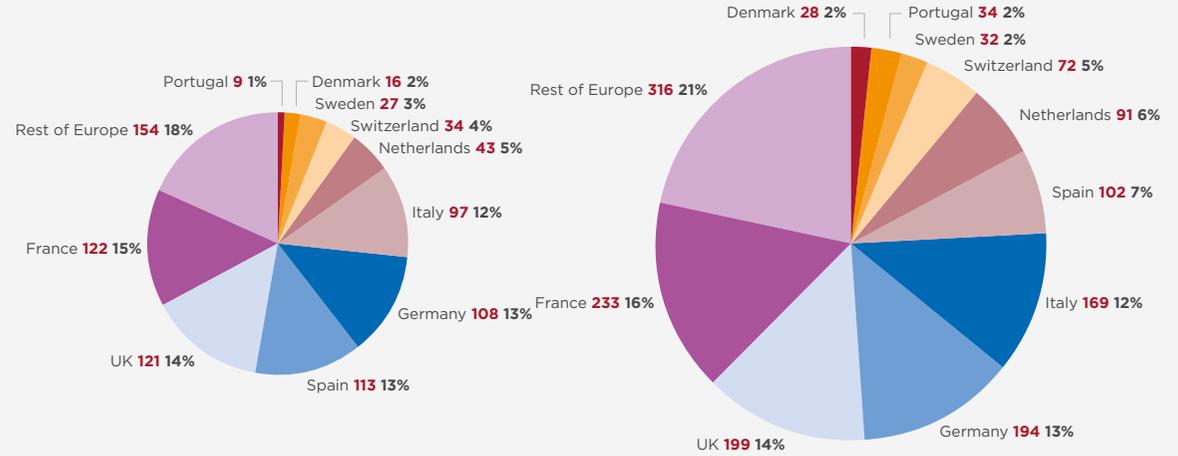
2015



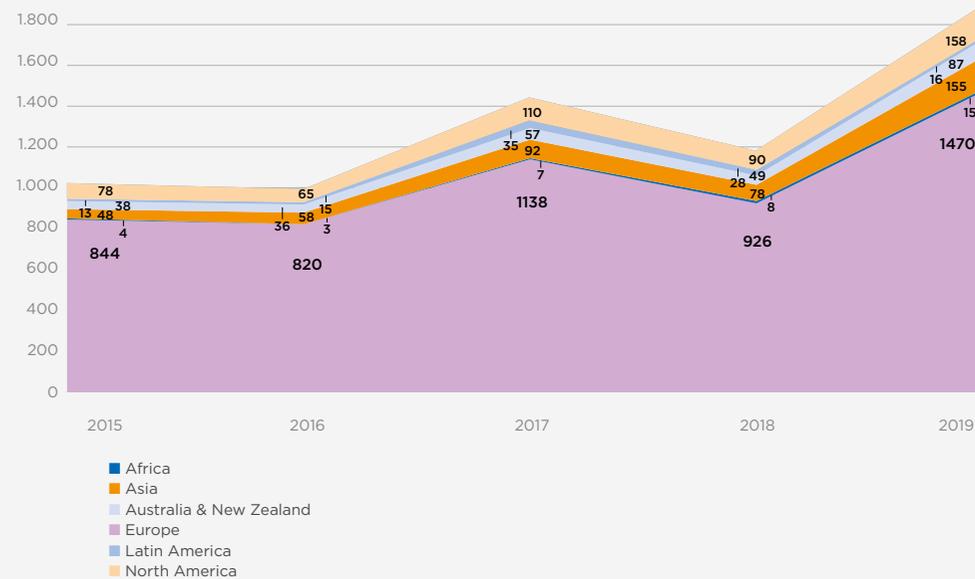
2019



MEMBERSHIP IN EUROPE PER COUNTRY 2015 AND 2019



EURAM MEMBERSHIP BY CONTINENT 2015-2019



REPORT ON CONFERENCES



DOROTA DOBIJA, VICE PRESIDENT CONFERENCES

We are already preparing for the 20th conference of the Academy. The last couple of years, all members could experience many changes in relation to our annual conference.

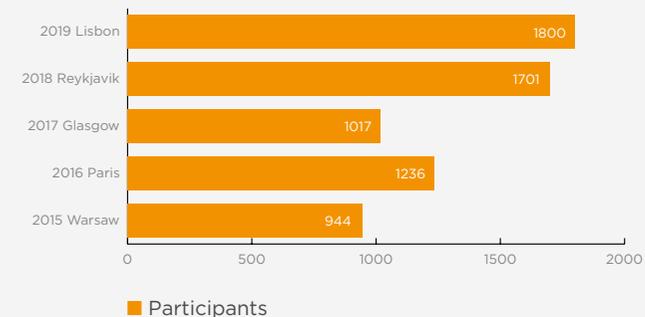
First, we increased in size (while keeping striving for quality). 1701 participants joined us in Reykjavik for the 18th EURAM Conference. The number of participants for the 19th EURAM conference held at the ISCTE - Instituto Universitário de Lisboa in Lisbon reached a record number of 1800. Due to the size and to comply with national health and safety regulations, we had to hire a First Aid Red Cross facility; fortunately, there was no incident affecting any delegate.

In total 2000 papers were submitted to the Lisbon conference. 1200 were presented at the conference after a review process involving 4500 reviewers. As a result, we had 428 paper sessions organised within 72 different tracks. The event in Lisbon also featured additional conference and SIG related events, including 24 symposia, SIG kick off sessions and plenaries and of course the popular practice of SIG social events which started in 2011. A session on funding opportunities was delivered by Dr. Jerko Markovina from the European Research Council and a workshop on Best Reviewing Practices was facilitated by Stéphanie Dameron and Pierre Dussauge. The number of participants has almost doubled since 2015 and SIGs continue to develop new streams of research through symposia and tracks.

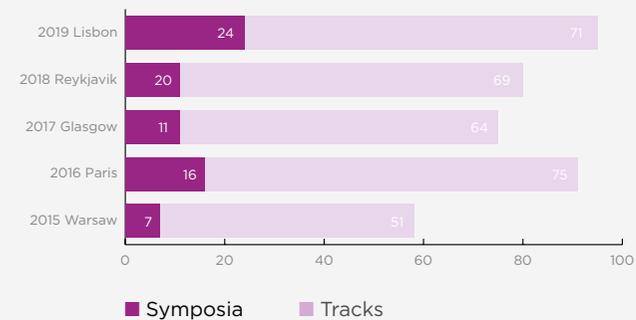
Starting from the 16th annual conference in Paris, we follow the innovative practice of offering Labs on teaching, research, and practice. The Labs are arenas for discussion, but also for sharing experiences and increasing our social capital. Many of our participants enjoyed those additional activities the day before the conference.

EURAM's annual events would not be successful without professional and outstanding people involved in the organisation including the conference chairs, and their teams, SIG officers, the EURAM office, student helpers and many volunteers helping in various roles.

EVOLUTION OF NUMBER OF CONFERENCE PARTICIPANTS – 2015-2019



EVOLUTION OF NUMBER OF TRACKS AND SYMPOSIA – 2015-2019



A word from the 2019 Conference Chair



NELSON ANTONIO

The EURAM 2019 Conference had a record participation with over 1800 delegates. During the conference, many important issues around the Future of Management were discussed and it was a place to develop the participants' networks.

The keynote speeches explored the role of the *Artificial Intelligence* with Arlindo Oliveira, President of Instituto Superior Técnico and Luís Ferreira da Silva, Director of Cloud and Enterprise at Microsoft Portugal, moderated by Hélia Pereira, ISCTE-IUL and and the *Future of the European Union* with Jérôme Creel, ESCP Europe, João Faria, Leader of Political Team in European Commission Representation in Portugal, Maria João Rodrigues, European Parliament, moderated by Thomas Durand, President of the European Academy of Management.

Both of these themes will influence our lives in the future.



REPORT ON ACTIVITIES

Report on EURAM Early Career Colloquium (EECC)

PIERRE DUSSAUGE, VICE PRESIDENT EECC



“Leveraging the Power of European Research Networks”. EURAM continued the tradition of organising its Early Career Colloquium, aimed at bringing together scholars in the first years of their academic careers. The 10th edition was held at the Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU) in both cities from February 27 to March 1st, 2019. To celebrate this 10th anniversary, the EECC returned to where it had all started in 2009. The event was impeccably organised by Professors Albrecht

Fritzsche and Kathrin M. Möslin, both affiliated with the hosting university.

The Colloquium brought together 18 participants and 10 mentors and keynote speakers. Each junior faculty participant got to present his/her research during a roundtable and receive detailed feedback from other participants, as well as from one of the mentors. In addition, a “President’s Panel” moderated by Prof. Kathrin M. Möslin, one of the Colloquium organisers, a Vice-President of FAU, and now the new President of EURAM, brought together senior academics such as former EURAM Presidents Profs. Sibel Yamak and Peter McKiernan, current EURAM President Prof. Thomas Durand and senior managers from industry to discuss how business and academia can forge closer ties in order to enhance the quality and relevance of management research. Participants also got to work in groups and carry out a LEGO-based exercise about prototyping a research project they could consider undertaking together.

In addition to the purely academic programme, several social events were organised as part of the 2019 Colloquium. These social events provided a setting in which to continue academic discussions initiated during the more formal sessions and created an opportunity to create personal and professional ties. We believe such ties will help push European research in management further and will, more generally, strengthen the EURAM community in years to come.

The 10th EURAM Early Career Colloquium appears to have been a most pleasant experience for all involved. The junior faculty who participated found it was a valuable experience which has helped them think differently about their research and the development of their academic career.



Report on the Doctoral Colloquium 2019

CHAIRS OF THE DOCTORAL COLLOQUIUM 2019:



MINE KARATAS-OZKAN,
UNIVERSITY OF
SOUTHAMPTON



FRANCESCO RENTOCCHINI,
UNIVERSITY OF MILAN



**RUNÓLFUR SMÁRI
STEINTHORSSON,**
UNIVERSITY OF ICELAND



ARISTIDES FERREIRA,
ISCTE-IUL

The EURAM Doctoral Colloquium (DC) is one of the most established and high-profile events in the academic community, aligned with our key values for engaged and inclusive scholarship. Our DC is underpinned by two primary forms of capital: social and cultural capital are the forms of currency we operate with, nurture, and grow through the DC.

The two-day programme is one of our flagship events preceding the EURAM annual conference every year. The DC provides opportunities to train PhD/DBA students on a range of methodological and disciplinary matters and research practice. It also enables them to network during social events, which is crucial for academic career development.

For the DC 2019, we have received 98 applications across all SIGs. After a thorough selection process, 50 of them were accepted and we had 47 participants from across 22 countries including Germany, France, Finland, Lithuania, United Kingdom, Italy, Sweden, Netherlands, Poland, Slovenia, Norway, Switzerland, Portugal, Austria, Spain, Brazil, Canada, Turkey, Ireland, Malaysia, Australia, Russia. In addition to this geographical diversity, we had doctoral research projects across all of our SIGs (Strategic Management: 11; Entrepreneurship: 8; Business for Society: 7; Public and Non-Profit Management: 5; Organisational Behaviour: 4; Family Business Research: 3; Gender, Race and Diversity: 3; International Management: 2; Project Organising: 3; General Management: 1).

Our team of mentors has grown over the last few years; we had 30 mentors across different subject areas. Feedback on our DC 2019 programme was very positive highlighting the quality of the programme, engagement of our mentors, and opportunities for teamwork, collaboration, and networking through social events.

DOCTORAL COLLOQUIUM AWARDS 2019

1ST PRIZE

Paris Koumbarakis, University of St. Gallen, Switzerland

Understanding entrepreneurial action and how organizations successfully emerge. An empirical analysis of entrepreneurial behavior, start-up activities and emergence success.

2ND PRIZE

Anna Mineeva, Jean Moulin Lyon 3 University, France

Interaction of Global and Local CSR within a Global Value Chain: the Process of Shared Value Creation

3RD PRIZE

Sarah Glännefors, Uppsala University, Sweden

The integration of qualified immigrants - a study on the relationship between intercultural interactions and individual knowledge sharing in the Swedish organizational context.

Report on Governance Issues

SILKE MACHOLD, VICE PRESIDENT GOVERNANCE



Following an extensive consultation period, the EURAM 2019 General Assembly approved new statutes for the association. The key changes include a new role of EURAM chairperson, a smaller board but with representation from all key EURAM constituencies, and harmonisation of terms of office for all EURAM officers. For the first time, the Strategic Interest Groups (SIGs) are formally recognised in the governance structure through the creation of the SIG Committee, as are our EURAM fellows through the

College of Fellows. The new statutes were registered in December 2019 with the Belgian authorities and a transition plan from the old to the new statutes will be enacted between 2020 and 2021.

Report on Practice

STEFAN GÜLDENBERG, VICE PRESIDENT PRACTICE



In 2019 EURAM has continued its efforts to increase its impact in practice and make its scientific knowledge more accessible towards practitioners. Most prominently I am very happy to report that EURAM has launched its initiative: EURAM SPARKS <https://conferences.euram.academy/sparks>.

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 that consists out of Thomas Durand (President EURAM, Cnam, Paris), Stefan Guldenberg (Editor-in-Chief and EURAM VP Practice, University of Liechtenstein), and Sibel Yamak (Past President EURAM, University

of Wolverhampton) 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 a most appealing way without losing its scientific accuracy. A first EURAM SPARKS was posted on the website.

In addition, an attractive internet presence and website was built up in order to further increase the attractiveness as well as to make the submission process as easy as possible. We thank our development and administration team for their continuous and valuable support: Nicola Pellegrino (EURAM SPARKS administration) and Eleonora Piacenza (EURAM SPARKS website development).

We are all looking very much forward to the upcoming contributions of all EURAM members and the continuous growth of this important initiative in 2020, 2021, and beyond.

Forthcoming activities in 2020: attracting DBAs, Corporate PhD Students and Corporate Post-Doc Researchers for the Doctoral Colloquium and EURAM's Annual Conference

During the last years we saw a growing trend of more and more DBA, corporate PhD and even corporate post-doc programmes evolving. We as EURAM see the participants of these programmes as a great opportunity which could greatly support our mission, reaching out into the world of practitioners. Therefore, EURAM looks very much forward to attract many of these practice-oriented participants in future conferences. Their presence, questions and comments may help us in bringing the world of practice onto the academics' radar screen. In return, these "other type of participants" will observe how academic production takes place via a very important tool, namely an academic conference. In addition, we see it worthwhile to organise special sessions on the improvement of action research methods and the quality features of DBA and corporate post-doc study programmes with EURAM's track chairs and senior researchers.

FINANCIAL REPORT



DOROTA DOBIJA, VICE PRESIDENT
FINANCE

EURAM has successfully managed its resources. In 2019, 31% of the Academy's revenues come from membership fees, 62% were revenues from its annual conference and 8% were from other sources of revenues such as the profit share from the European Management Review.

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. Finally, the funds are also used to cover the cost of an additional new staff member, Nicola Pellegrino, working as Project Management Officer.

EURAM is strongly grounded in the values of volunteering. It has therefore been a long-standing tradition of EURAM that executive committee members meet at their own costs in relation to their travel and accommodation for attending meetings. There are, however, exceptional circumstances in relation to the Vice President Conferences who is required to take additional travel for site visits and the Vice President External Relations who is required to attend conferences to represent the academy. These extra, above normal expenses for those two posts are covered by the association. The total budget approved for each of those post-holders was 5,000 Euro per year. In 2019, those expenditures amounted to 7,220.80 Euro in total.

Still, a sizeable amount of cash of 1,017,930.18 Euro assures the continuity of the association's activities at this end of 2019. The association's healthy financial standing allows to look optimistically to the future.

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 & LOSS STATEMENT IN EURO

INCOME	2019	2018
Membership Fees	148 690,75	91 759,72
Conference Surplus + HQ Services	299 486,10	226 123,52
Other Activities (Creating Research Leadership, EECC, SIGs)		22 674,05
Income Previous Year		1 256,28
EMR Editorial Fee, Profit Share and Best Paper	26 792,16	28 564,10
Tax Adjustment on Royalties EMR	5 359,00	
Grant for Penrose Award	5 000,00	
Interest	183,41	237,45
TOTAL INCOME	485 511,42	370 615,12
EXPENDITURES	2019	2018
Grants and Awards inc. Penrose Award	42 476,00	30 805,00
Other Activities (Creating Research Leadership, EECC, SIGs)	14 031,47	21 994,65
EMR Editorial Fee and Best Paper	16 331,16	16 421,07
Taxes on Royalties	817,65	838,50
External Relations	6 096,60	3 485,00
IT Investments	9 437,73	9 487,64
IT Licences	18 942,15	3 756,23
Travel VP Conferences	2 220,78	3 304,57
Travel VP External Relations	5 000,02	5 092,20
HR Costs	195 768,32	98 975,18
Additional Staff	11 126,53	3 970,27
Administrative Costs (accountant, auditor, lawyer, varia)	12 237,53	9 484,51
Committee Meetings	1 411,56	1 379,46
Travel HQ Staff	1 355,25	687,64
EO Mobile Phone	716,88	831,41
NFP Taxes	689,77	1 739,01
Translation on Currency Costs -	535,16	
Bank & BCC Costs	1 155,43	803,68
TOTAL EXPENDITURES	340 349,99	213 056,02
RESULT OF THE YEAR	145 161,43	157 559,10
	485 511,42	370 615,12

BALANCE SHEET IN EURO

ASSETS	2019	2018
IT Investments	37 750,51	
Depreciation IT	-9 437,63	
Net Asset Investments	28 312,88	
Bank Accounts (7 accounts)	1 017 930,18	959 580,84
Charges to be deferred	8 329,67	9 939,22
Sundry Debtors	5 310,00	80,00
Revenue acquired (Journal)	11 309,00	20 093,00
VAT	24 685,67	17 810,13
TOTAL ASSETS	1 095 877,40	1 007 503,19

LIABILITIES	2019	2018
Prepaid Membership Fees	128 784,38	153 814,52
Costs to be charged	8 379,29	4 066,00
Sundry Creditors	33 536,14	63 530,00
Invoices Receivable	59,52	15 145,03
Belgian HR	9 009,00	
Surplus Previous Years	770 947,64	613 388,54
RESULT OF THE YEAR	145 161,43	157 559,10
TOTAL LIABILITIES	1 095 877,40	1 007 503,19



EURAM CONSTITUENCIES

Executive Committee

	President Thomas Durand	Le Cnam, Paris
	President-Elect Kathrin M. Möslin	FAU Erlangen-Nürnberg & HHL Leipzig Graduate School of Management
	Vice President Stéphanie Dameron	Université Paris Dauphine
	Vice President Xavier Castaner	University of Lausanne
	Vice President Dorota Dobija	Kozminski University
	Vice President Hervé Dumez	École Polytechnique
	Vice President Pierre Dussauge	HEC Paris
	Vice President Stefan Gülденberg	University of Liechtenstein
	Vice President Rémi Jardat	Université d'Evry Université d'Evry Val d'Essonne

	Vice President Silke Machold	University of Wolverhampton
	Vice President Miia Martinsuo	Tampere University
	Guest as 2020 Conf. Chair Andrew Burke	Trinity Business School
	Executive Officer Luisa Isabella Jaffé	EURAM

HQ team

	Luisa Isabella Jaffé	Executive Officer luisa.jaffe@euram.academy
	Nicola Pellegrino	Project Management Officer nicola.pellegrino@euram.academy
	Eleonora Piacenza	Website Manager (Consultant) eleonora.piacenza@euram.academy
	Coopman Nicole	Consultant nicole.coopman@euram.academy

National Representatives

	Australia Julien Pollack	University of Sydney		Greece Eleanna Galanaki	Athens University of Economics & Business
	Austria Dieter Bogenhold	University of Klagenfurt		Hungary Lilla Hortovanyi	Corvinus University
	Belgium Kamila Moulai	Université Catholique de Louvain		Iceland Eythor Jonsson	University of Iceland
	Brazil Lilian Outes Wanderley	Federal University of Pernambuco		Ireland Brian Harney	DCU Business School
	Canada Penelope Codello	HEC Montréal		Israel Michal Biron	University of Haifa
	China Ke Rong	Tsinghua University		Italy Lucrezia Songini	Eastern Piedmont Uni. & SDA Bocconi School of Management
	Denmark Nicole Franziska Richter	University Of Southern Denmark		Japan Yoko Uryuha	Doshisha University
	Finland Miia Martinsuo	Tampere University		Netherlands Tine Buyl	Tilburg University
	France Audrey Rouzies	Toulouse School of Management		New Zealand Leo Paul Dana	University of Auckland
	Germany Matthias Raith	Otto-von-Guericke University		Norway Birgit Jevnaker	BI Norwegian Business School

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.

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