



European
Academy of
Management

EURAM



ANNUAL REPORT
2022



TABLE OF CONTENTS

1. Report from the President	4	7. Report on Research and the	28
2. Report from the Board	6	European Management Review	28
Fellows College	7	Research	28
Country Representatives Council	8	The following awards were given	
Strategic Interest Groups Committee	9	during the Awards Ceremony in	
3. Report on Strategic Interest Groups	10	Winterthur:	28
1. Business for Society	12	European Management Review	30
2. Corporate Governance	13	8. Report on Funding Initiatives	31
3. Entrepreneurship	14	9. Report on Practice	32
4. Family Business	15	10. Report on Governance & Finance	33
5. Gender, Race and Diversity in		Governance	33
Organisations	16	Finance	33
6. Innovation	17	11. Committees	34
7. International Management	18	Board	34
8. Organisational Behaviour & HRM	19	Executive Committee	34
9. Project Organising	20	Fellows College	35
10. Public and Non-Profit Management	21	Country Representatives Council	36
11. Research Methods & Research Practice	22	SIG Committee	37
12. Strategic Management	23	Scientific Council	38
4. Report on Early Career Consortium	24	Ethics Committee	39
5. Report on Conferences	25	HQ Team	39
6. Report on the Doctoral Accelerator	26	Membership types & benefits	40



1. REPORT FROM THE PRESIDENT

Alessandro Zattoni



2022 has been a special year for me as I was elected President of EURAM. While I have already served the Society in different roles – i.e., I was co-

chair of the Corporate Governance track (2006-2015), Chair of the Corporate Governance SIG (2010-2011), National Representative for Italy (2012-2015), and local organizer of 9th EECC at LUISS, Rome (2018) – the new role is definitely something special in terms of responsibilities. I can guarantee that I will do my best to serve the Society and all its members.

Dear EURAM colleagues and friends,

I have been very fortunate to inherit a great team of Vice Presidents appointed by my predecessors (Thomas Durand and Kathrin Moeslein). Unfortunately, one of them – Maria Rentetzi, VP for Science Diplomacy – will be unable to continue her role, as she won an ERC research grant. I thank her a lot for what she has done as VP of EURAM, and I wish her all the best for the success of the prestigious ERC research project. Luckily, all other VPs have continued to serve the Society with the same energy and passion of the past. In this Annual Report, the EURAM VPs will share more information about their activities and achievements in 2022.

During the second semester of 2022, I had various meetings with the EURAM Board, Fellows, SIG Chairs and Officers. In these occasions, I had the opportunity to experience the passionate commitment of all EURAM stakeholders. While there are some challenges to address in 2023, I am confident that such competent and engaged team will address all of them satisfactorily!

2022 has been an important year for EURAM as we have been able to meet again face to face at our Annual Conference held in Winterthur. The success of the conference is underlined by both the number of attendees (higher than 1,400) and the positive comments provided by the participants. Thanks again to the ZHAW team for the great organisation and passion to make the 2022 Annual Conference a unique experience for all EURAM community.

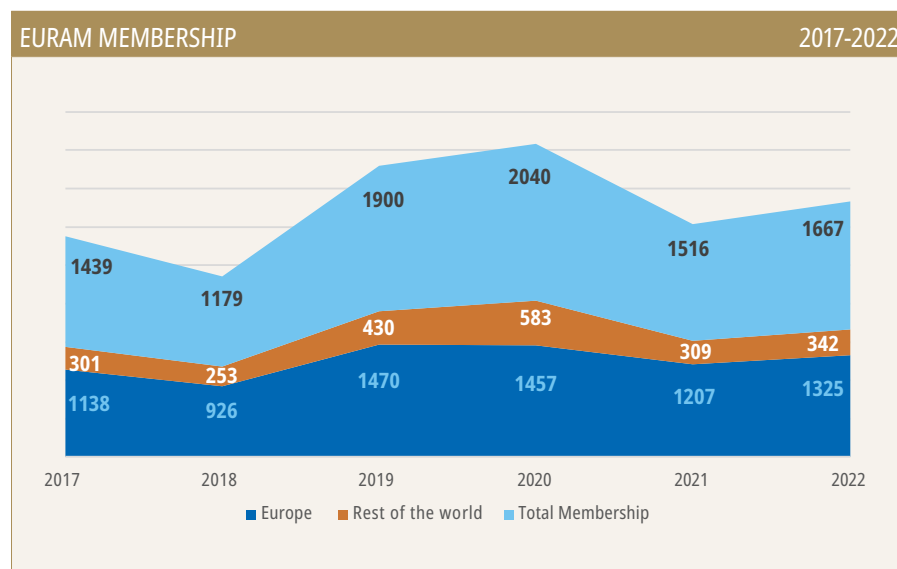
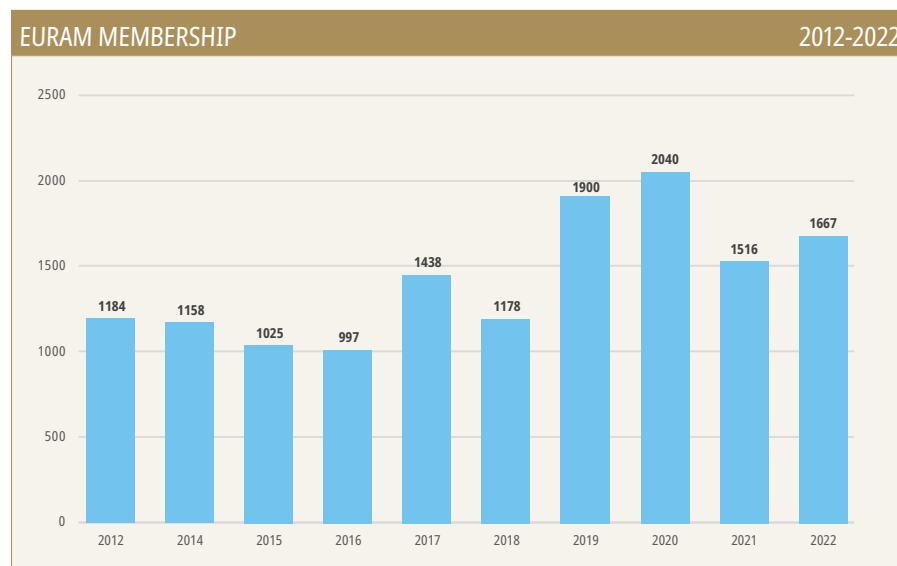
Thanks to the success of the conference and the continuous growth of our social media followers, EURAM has increased its size and reached 1,667 members, the third result ever. Together with the absolute number, it may be worth underlining that more than 20% of our members are outside Europe. This is a significant result that highlights EURAM's capacity of attraction and interaction with communities of management scholars located outside Europe. Still, the numbers underline the presence of several national communities of management scholars, with some European countries overcoming 100 members (i.e., Italy, Germany, France, and UK). I sincerely hope EURAM will continue to attract and integrate European and non-European scholars, so to create a larger and more cohesive community of engaged management scholars.

I am happy to conclude by thanking all members for their continuous commitment and passion to serve the Society. EURAM relies on volunteers that actively contribute to its development as Board Members, Executive Committee Members, SIG Officers, track chairs, submitters, reviewers, and contributors in various roles. Thank you for what you are doing as, without your loyal engagement, the Society cannot prosper and grow.

TOP 10 COUNTRIES	2022
Italy	234
Germany	216
France	158
United Kingdom	149
Spain	94
Switzerland	72
Canada	70
United States of America	66
Netherlands	59
Poland	52
	1170

Europe	1325
Rest of the world	342
Grand Total	1667

EURAM in Social Media				
	2019	2020	2021	2022
Facebook	2960	3255	3421	3548
LinkedIn	1050	1371	1842	3019
Twitter	1010	1655	2021	2285
TOTAL	5020	6281	7284	8852



2. REPORT FROM THE BOARD

Niels Noorderhaven, Chairperson



2022 was the first full year for EURAM to operate with its new governance structure and under the new statutes. The Board has met four times in 2022. All interactions within the Board and between the Board and the Executive Committee have taken place in an open and constructive atmosphere.

Important issues that the Board has discussed in 2022 include:

- Financial accounts 2021
- Budget for 2022
- Selection of conference venues for 2024 and 2025 annual conferences
- Structure and organisation of the annual conferences, including the fee structure
- Organisation of the General Assembly
- Strategic initiatives of the Executive Committee
- Positioning and functioning of the SIGs
- Positioning and functioning of the Country Representatives
- Governance rules for EURAM awards

An underlying core theme of the discussions within the Board was the financial health of the association, in conjunction with possibilities to increase the value that EURAM can deliver to its members, beyond the Annual Conference. Another recurring theme was how the organisation of the Annual Conference could be optimised such that maximal options for participation of members would be assured, while simultaneously simplifying its structure. Both issues are expected to remain important points of discussion, also in 2023. The Board received regular progress reports from the new Fellows College.

In the new governance structure, the Board also has a special responsibility for the external relations of EURAM. These external relations mainly cover activities in which EURAM connects with other scholarly management associations. Like in past years, the most important events in the field of external relations in

2022 were the two Presidential Activities at the EURAM annual conference. The Presidential Activities provide fora for discussion of topics of special interest to the leadership of scholarly associations in the field of management, in a broad sense.

The 2022 presidential activities focused on the theme: *Towards a sustainable business model for scholarly associations of management and related disciplines*. The selection of this theme was inspired by the COVID pandemic, and the possibly long-lasting effects of this crisis on international conferences. An important sub-theme was the wish to make such conferences also more sustainable in an environmental and climate-related sense. In the two Presidential Activities representatives of 15 associations in total discussed this theme.

Some key points from these discussions include:

- For practically all associations the annual conference is the most activity, and one that is indispensable for their financial health;
- All associations struggle with finding a balance between on-site and online elements of conferences, and with developing a viable business model for this;
- A number of ideas were discussed in this connection, including organisation of more events during the year, more attention to teaching-related items at the conference, better opportunities for interacting with practitioners during the conference, and different ways of contributing to the formation of a community of scholars, especially younger scholars.

These ideas will also be a source of inspiration for the EURAM Board when discussing such items in the coming year.

Fellows College

Peter McKiernan, Dean of Fellows College



The Fellows College has spent its first 18 months completing two major tasks. First, the protocols for ascendancy to the College were revised considerably by a team consisting of Silke Machold, Alessandro Zattoni and Hans van Ees in consultation with the full College membership and the EURAM Board. The new protocols were employed during the nomination process earlier in 2022, helped by one of our founder members – Donatella Depperu, and they worked well. The Fellows thank all those involved in this effort. Congratulations to the two new fellows elected – Mustafa Özbilgin and Hervé Dumez.

Second, a new guiding vision for the College was developed by a team consisting of Julianne Brabet, Sibel Yamak, Mine Karataş-Ozkan, Stewart Clegg, Morten Huse, and Thomas Durand. It was debated and approved by the Fellows at the annual conference

at Winterthur and by the Board. This vision statement will become the basis of the Fellow's activities for the foreseeable future. A big thank you is offered to all those who helped in the development and approval process. It is an action-orientated vision and involves contributions to all EURAM's activities. For example, during the last year, Fellows played key roles in the doctoral conference and the Early Career Consortium, as well as supporting the SIGs at the annual conference.

The Fellows look forward to working closely with the Executive and the Board during the forthcoming years.



Country Representatives Council

Dieter Bögenhold & Lucrezia Songini Chairs



The Country Representatives Council (CRC) is a new governance body provided for in EURAM's new statutes and started in June 2021. The Council is composed of elected Country Representatives from all countries where there are at least 10 members. The Country Representatives (CRs) are elected for a three-year term, with a possibility of re-election for a second three-year term.

The Country Representative Council elected two of its members as chairs 2021-2024: Lucrezia Songini (Italy) and Dieter Bögenhold (Austria). Both serve also as EURAM Board members.

Country Representatives shall play an important role in promoting EURAM in their respective countries and in liaising with National Management Associations.

During the three Country Representatives Council's meetings held from September 2021 to November 2022, the Council, first of all, decided that to work on the mission and role of the Country Representative and of

the Council as well as it was necessary to better define the relationship between the Board and the Council. As per the EURAM's statutes, the Council's mission and role are rather general, the Country Representatives agreed first that the Council should be proactive in shaping its mission and activities.

Thus, a survey was sent to all Country Representatives to collect information about the ties to EURAM and the expectations of the respondents. Complete survey responses were collected from 21 Country Representatives and can be found [here](#). The main findings are as follows: With regard to the involvement of Country Representatives in EURAM, on average, they have been members of the Association for around 6-10 years, with the roles of paper presenters, reviewers, and session chairs. However, one negative aspect emerges from the responses, regarding their involvement in the European Management Review, in that the majority of Country Representatives have never submitted any paper to the journal.

Thus, promoting EMR in national academia should be a key task of each Country Representative. With respect to the expectation from EURAM, according to Country Representatives, the main benefits that EURAM can give concern the possibility of creating an international network, sharing her/his own research, and encouraging participation in international research projects. The respondents suggested that a Country Representative should play mainly the following roles: disseminate information about EURAM in the national community, disseminate information about publication opportunities through EURAM, and develop grass root initiatives for early career scholars to initiate research projects. Based on these findings and after a deep discussion, the following next steps have been decided by the Council: to develop a stronger relationship with the Board and the Executive Committee to favor more

shared decisions, and to promote a more proactive role of Country Representatives.

In particular, the Council agreed on the need of regular dialogue among different bodies of the EURAM governance to cope with the following main strategic issues:

- > to discuss together what identity and role should have EURAM as a European Association: should EURAM be a European association, or should it become an international one that goes far beyond Europe? And what is the impact on the mission?
 - > to discuss how to develop and strengthen EURAM relations with European institutions: how EURAM can have more presence to influence EC/EU policies and decisions?
- More operational issues to be coped with have also been suggested, as it follows:
- > to discuss the benefits of dual membership, and how to increase the number of EURAM members
 - > to better coordinate specific initiatives carried out by CRs in their countries.

Finally, the Country Representatives Council has taken the initiative to organize a symposium at the next 2023 EURAM Conference, with the aim of favoring a discussion among EURAM members on the European perspective in management research, education and practices.

Strategic Interest Groups Committee

*Anabel Fernandez-Mesa
& Hamid Kazeroony, Chairs*



2022 offered an inflection point in our Strategic Interest Groups (SIGs) development. Despite the pandemic, SIGs reached several milestones and contributed to EURAM's strategic actions attracting over 1400 paper submissions. Attending monthly SIG meetings, as their representatives, we have captured the essence of their needs and communicated those needs to the board. Being the first year in which SIGs have been represented on the EURAM Board overseeing the governance and strategy of the academic body, we have contributed to advancing the pathways for:

- SIGs' growth, structure, and future development
- The process and technology in SIGs and Tracks processes
- The SIGs budgeting guidance

The results, based on ad hoc committee works and executive committee implementations have led to further work for redesigning future strategies and governance for SIGs' success.



3. REPORT ON STRATEGIC INTEREST GROUPS

Rémi Jardat



The EURAM Strategic Interest Groups are the backbone of the EURAM community and the scientific processes leading up to the conference.

They bring together researchers and tracks from different research streams and are either disciplinary or transversal. Some SIGs are very large, others more modest. This diversity reflects the history of EURAM and its construction. There is an analogy between this diversity of SIGs in size and consistency, and that of European countries, which are also diverse in size and culture. That is why, during my two mandates as Vice President SIGs which end this year, I have conceived my role considering the founding principles of the European Union: Unity in diversity, subsidiarity, and participation. Subsidiarity means letting the SIGs take all decisions at their level that do not involve a change in EURAM's general policies and do not require adjustments with the other SIGs. Participation means involving the SIGs at a fairly early stage in the preparation of the major strategic decisions taken by the EURAM Executive Committee. This life of the SIGs has been punctuated by a monthly meeting of the SIGs chairs for the last 6 years, i.e. no less than sixty two-hours of facilitateng sessions including other ad hoc task forces. During the last six years, the major initiatives taken by the SIG chairs community have been the following.

1. Setting up of elections for the leadership of the SIGs, with modalities that may vary according to the culture of the SIG, but within a strict common framework: minimum triennial renewal of responsibilities, election process managed by EURAM headquarters.

2. Launching of a collective learning process and sharing of experiences between SIGs, facilitated by the compilation of annual reports where SIGs self-evaluate and engage in a dialogue among themselves as well as with the Executive Committee.

3. Involvement of the SIGs chairs in the task forces to feed the strategic reflection of the EURAM Executive Committee: digitalisation, evolution of EURAM's organisational structure in the face of the complexity generated by the growth of our community.

4. Coordination of the operational work of the SIG chairs with the institutional actions implemented by their elected representatives on the Board, within the framework of the new governance of EURAM. All these initiatives have been taken transparently with the Executive Committee. The Vice President Conferences-president and the local conference team have played a

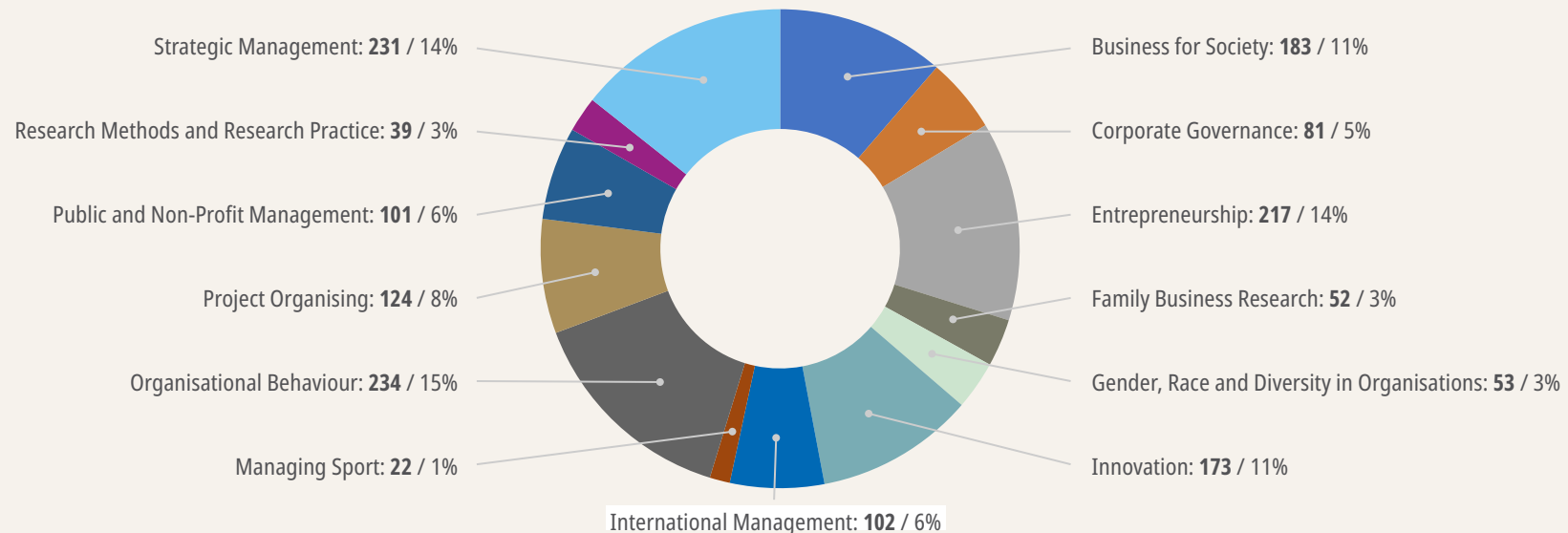


very operational key role, and the support of successive EURAM presidents has remained equal.

One lesson from this history is that a committed SIG community that is always on the move to transform itself develops an amazing robustness and adaptability. The SIGs are not a static structure but a living organism in perpetual renewal. This is what allowed them to overcome with resilience the major crisis of the COVID-19 in 2020 and 2021. Unity in diversity, subsidiarity and participation generate complexity but also robustness and resilience. Involvement in a SIG is certainly a heavy and voluntary commitment. But it is also a great school for the coordination of highly elaborated scientific processes. This learning alone is a form of reward. So dear EURAM members: join the SIGS teams, get involved, you won't regret it. And the very dedicated support of Luisa Jaffé and Nicola Pellegrino, our permanent agents in Brussels, who ensure continuity.



SIG MEMBERSHIP IN 2022



1. Business for Society

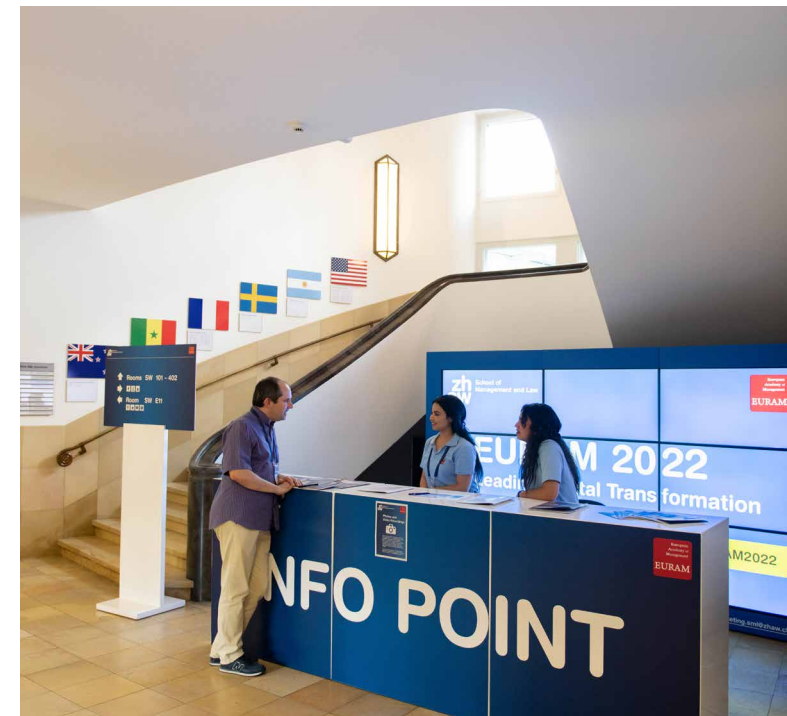
*Davide Bizjak,
University of Naples Federico II*



The SIG Business for Society (B4S) brings together scholars from various fields of social sciences who are interested in investigating the ambiguities and 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, CSR, Constructionism, Circular Economy, institutionalism, Critical analysis, including Marxist and Gramscian approaches, philosophical perspectives, and arts as a source of managerial knowledge. In 2022, the SIG received 132 paper submissions and organised six tracks, over and above the well-established three standing tracks. 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 and during 2022 the edited book by Pierre Baret, Lucrezia Songini, Anna Pistoni “Sustainability Accounting, Management Control and Reporting: A European Perspective” has been published. The SIG is extremely active in promoting Symposia as a way to build up new and reliable tracks with a bottom-up process. Furthermore, Symposia represent an old-fashioned way to propose new research projects and groundbreaking ideas. In 2022, six symposia have been held with a good attendance of the community.

SIG B4S is also committed to recognising efforts made by authors in presenting their research projects and organised two awards in partnership with some of the most important scientific societies across Europe. The two awards assigned this year are in partnership with Società Italiana di Management (SIMA) and puntOorg International Research Network.



2. Corporate Governance

*Francesca Cuomo,
University of East Anglia*



The SIG Corporate Governance is one of the first EURAM SIGs since 2002. During EURAM 2022, the SIG Corporate Governance has welcomed papers exploring timely and important aspects of corporate governance, including board diversity and environmental and social sustainability. By enjoying great loyalty of a core group of senior corporate governance scholars throughout the years as well as 2022 it was possible for the SIG Corporate Governance to supply junior scholars with great comments and suggestions.

During EURAM 2022, we invited two keynotes. During the kick-off session, Prof. Marc Goergen - Professor of Finance at IE Business School - delivered a keynote speech titled "Governance through ownership and sustainable corporate governance". During the plenary session, Prof. Alessandro Zattoni - Professor of Strategy and Dean of the Business and Management Department at LUISS University - delivered a keynote speech titled "Board diversity's drivers and implications".

Finally, we rewarded our engaged scholars with several awards, including awards for the best paper, the best reviewers, and the most inspirational paper at our social event during EURAM 2022.



3. Entrepreneurship

Luca Gnan,
University of Rome Tor Vergata



During EURAM Conference 2022, SIG Entrepreneurship confirmed its leading role by receiving more than two hundred papers.

This great result was achieved thanks to a fantastic group of worldwide entrepreneurship scholars – ENTeam – who were (actually they are) constantly and actively involved in the activities of SIG Entrepreneurship and in the promotion of connections between old and new members by relying on physical events and social activities – posting on social media (Facebook and LinkedIn) and the official SIG Conference website.

During EURAM Conference 2022, SIG Entrepreneurship organised a meeting (involving all the track proponents and the scholars interested in entrepreneurship) to discuss the future of research in entrepreneurship. This was a great occasion to compare different avenues of research and open new ones.

The SIG has also organised with SIG Business for Society a symposium on “Anticipating Future Sustainability – Digital Transformational Futures” managed by Elias Hadjielias, Cyprus University of Technology, Marzena Starnawska, University of Warsaw, Davide Bizjak, University of Naples Federico II, and Marcela Ramírez-Pasillas, Jönköping International Business School.

SIG Entrepreneurship has also created the “EURAM SIG Entrepreneurship Paper Development Workshops Taskforce,” a group of young scholars engaged in the organisations of special events able to support scholars in their research activities. The PDW Taskforce has already organised three workshops, and more are coming in the next few months. We also launched the SIG Entrepreneurship colloquia as a recurring event of the SIG (Prof. Matthias Raith).

The involvement of ENTeam becomes even more evident if we talk about the tracks proposed at EURAM Conference 2022. Beyond 8 standing tracks, eleven tracks were proposed. Overall, nineteen topics have enlarged the boundaries of research in entrepreneurship and have allowed scholars worldwide to find new colleagues to share with them their research, views, and projects.

In this wake, SIG Entrepreneurship is particularly interested in making the EURAM conference such a fulfilling experience for all the participants. All the tracks ensure two blind reviewers and one discussant (who did not act as a reviewer for the same paper before and was not presenting a paper in the same parallel session) for each paper. This gives valuable feedback to scholars, increases participation, and maintains very intense discussions during the SIG parallel sessions.

The relevance of feedback is unquestionable in order to advance research and support publication. SIG entrepreneurship offers many publication outlets to scholars. In particular, the publication of the volume “2021 EURAM SIG Entrepreneurship Book Series” (edited by Lucrezia Songini and Damiano Petrolo) and of the special issue of Journal of Small Business Management on “Entrepreneurial processes” have been announced. A new book series “Advances in Entrepreneurial Processes” proposed by Professors Diego Matricano, Laura Castaldi, William E Jackson III, and Lou Marino, as well as several calls for papers for special issues in

different scientific journals have been launched.

We had four important awards this year.

First, the **SIG Eship Best paper** was attributed to Karina Cagarman & Chi Kwan Kelly Poon, from Technische Universität of Berlin, who authored the paper “New Course Design: Combining Design Thinking and Positive Psychology Interventions into a Workshop Format for Life Design”.

Second, the **SIG Eship most inspirational paper** was attributed to Markus Rey & Denise Fischer, from RWTH Aachen University, who authored the paper “Exploring the role of self-regulation for imagination: An empirical study of the entrepreneurial mind”.

Third, the **ST03_10 Entrepreneurial Processes Best paper 2021** was attributed to Willy Das & Satyasiba Das, from the Indian Institute of Management Raipur, who authored the paper “The Entrepreneurial Founding Team - Unveiling the Dual Formation Strategy”.

Fourth, the 7th Edition of the **EURAM SIMA Best paper 2021** was attributed to Yassine Lamrani Abou Elasad, Giuseppe Criaco, Justin Jansen & Tom Mom, from Rotterdam School of Management, who authored the paper “Is the Venture Growth-Survival Relationship Inverted U-Shaped or Not? A Replication Study”.

Finally, during EURAM 2022, we had two interactive social events that allowed ENTeam to have fun and meet more informally. This could create a strong sense of community.

We would like to say a big THANK YOU to all the ENTeam for their incredible support!

4. Family Business

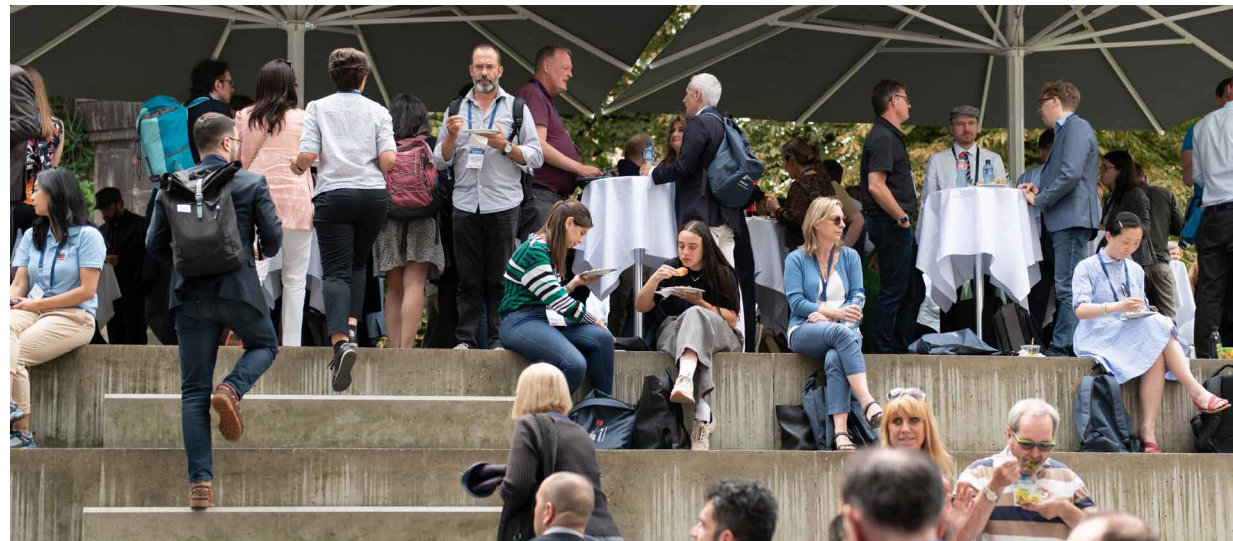
*Elias Hadjielias,
Cyprus University of Technology*



The SIG Family Business Research provides an opportunity to explore management theories in the family business context. It aims to attract 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 interested in family businesses.

In 2022 we condensed submissions into two tracks. We were extremely pleased with the overall high quality of submitted papers and reviews. The paper presentation sessions were well attended. For every presentation in a session, a discussant provided detailed feedback which was well received by the presenters. Delegates also had an excellent opportunity to ask questions about open special issues in leading journals, where they could consider a publication opportunity for their articles. Prof. Nadine Kammerlander delivered

the keynote speech of our SIG at the 2022 conference on the topic “Laggards or forerunners? Family firms in the digital world”. She shared her deep knowledge and expertise on family business digitalisation in an inspiring presentation. Furthermore, we hosted a meet the (guest) editors session tailored to the family business community, which was well-attended. We closed the gathering of our SIG by announcing the winners of the best paper and best reviewer award of our SIG.



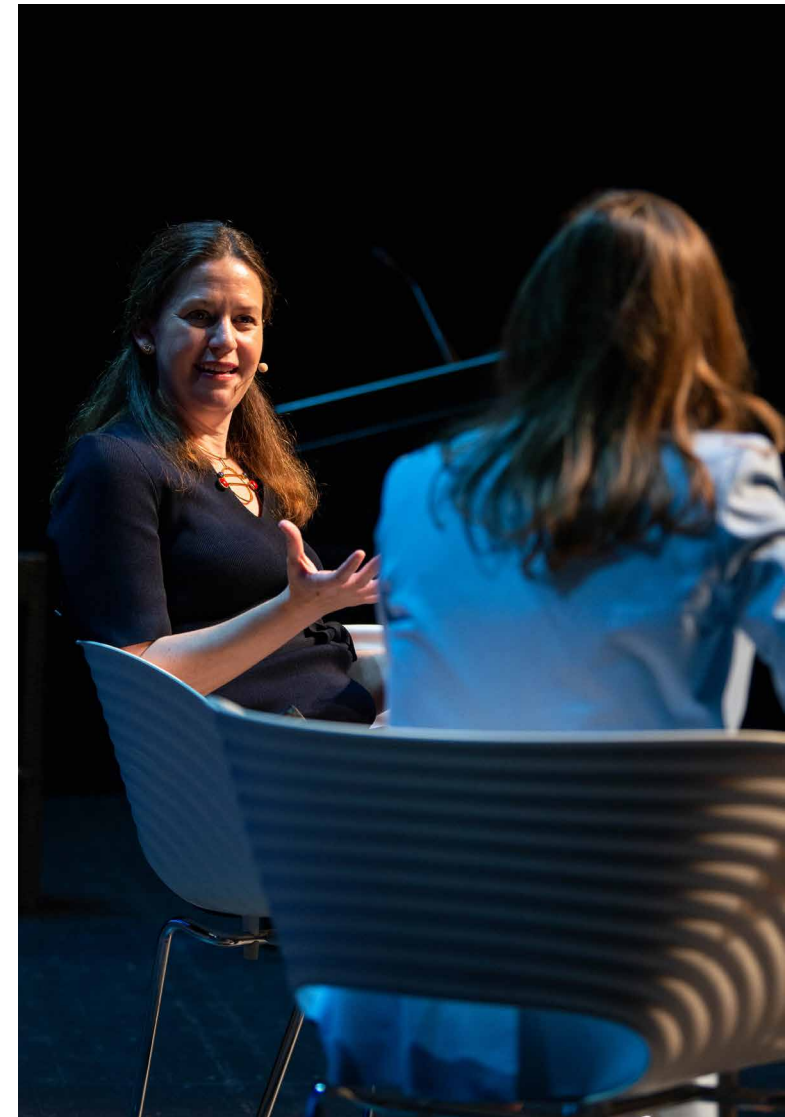
5. Gender, Race and Diversity in Organisations

*Faiza Ali,
Lahore University of Management Sciences*



Gender, Race, and Diversity in Organisation (GRDO) SIG focuses on advancement and dissemination of contextual and cross-cultural scholarship and debates on all forms of inequalities in the global political economy. In 2022, GRDO had one General Track to cover all topics related to GRDO and one special track named 'Women and Gender' that mainly focused on issues, challenges and opportunities of women at work. At the EURAM 2022 Conference, a multitude of contextual, cross-cultural, empirical and theoretical papers were presented on all dimensions of diversity. SIG leadership discussed the importance of adding new avenues such as tracks and symposiums to advance the scholarship of GRDO. The SIG was well attended by young and established academics from across the globe. In the wrap-up session, GRDO SIG held its election in 2022 for 2023-2024 leadership. The new GRDO's leadership was announced as Faiza Ali as SIG Chair, Jawad Syed as SIG Co-Chair, Beverly Dawn Metcalfe as Programme Chairwoman and General Track Chairwoman, Ilona Hunek as General Track Co-Chairwoman, Almina Besic as Standing Track 1 Chairwoman, and Tamer Koburtay as Communication Chair. The GRDO SIG had activities such as:

- Kick-off and wrap-up sessions
- Presentation of papers in tracks and networking sessions
- SIG Social cum Networking dinner at a local Nepalese restaurant
- Contributions to the EURAM Doctoral Colloquium by SIG leadership"



6. Innovation

*David W. Versailles,
Paris School of Business*



The SIG Innovation is among the first founded groups of EURAM with a consistent presence in its annual conferences since 2002. In 2022, 91 papers in 30 sessions were presented at the conference.

Before the annual conference, the SIG organised “in-between events” to promote its activities and promote specific research topics among innovation scholars. After a digital workshop on “open labs and the dynamics of communities” organised in March 2021 at Paris School of Business by Valerie Mérindol and David W. Versailles, the SIG has sponsored a hybrid event on “Innovation management in health care” organised in May 2022 by Francesco Schiavone and David W. Versailles at University Parthenope in Naples.

For the 2022 conference, we had 6 tracks and the general track:

- Patrick Spieth was coordinating the track on business models (joint SIG track);
- Silke Bustamante was coordinating the team managing the track on Innovation and education;

- Valerie Merindol and David W Versailles were managing the track on Digital innovation;
- Felix Toepler was coordinating the track on Creativity management;
- Liliana Mitkova was coordinating the team organising the track on Open innovation;
- Erik Hansen was coordinating the track about Innovation for circularity; and
- David W. Versailles was organising the general track.

In addition, we had two excellent symposia about “International negotiations in the digital age” and “Patent indicators, patent analytics, and patent valuation”. Track proponents or SIG officers have also linked 4 special issues in academic journals with their activities in the SIG: International journal of technology marketing (Jan Alexander Posth), International Journal of Entrepreneurship and Innovation Management (Vivek Velamuri), Systems research and behavioral science (Erik Lindhult), and Strategic Entrepreneurship Journal (Patrick Spieth).

After many years of service to EURAM community as SIG INNO officer and then SIG Chair between 2020 and 2022, Vivek Velamuri (HHL Leipzig) has organised elections to renew the SIG management team. David W. Versailles has been elected new SIG chair for the 2023-2025 term. David W. Versailles was already SIG officer during the past three years and has played an active role in organising the activities of the SIG for the 2022 conference. Patrick Spieth (Univ. of Kassel, Germany) and Christian Hoßbach (Univ. of Halle, Germany) are now programme officers in the new SIG management team. The team of SIG officers will be expanded soon.

After several years of digital activities for the SIG social event, all contributors to the SIG tracks (and

many others) had the pleasure to meet for direct interactions in a nice pub located near the conference venue in Winterthur. It was a huge success with over 80 participants. At the social event, we recognised several thought-provoking studies as the best research papers of the innovation SIG in 2022. Many thanks to the track chairs for identifying the 5 papers in the short list for the SIG best paper award:

- Tobias Röth et al., “Digital Transformation of Incumbents: Exploring the Consequences of Incongruent Technological Frames”
- Sabrina Schneider et al., “Me versus us: Experimental evidence of strategic behaviors in business ecosystems”
- Nadine Hietschold et al., “Affordable or Premium Innovation? The Influence of Individual and Contextual Factors on Innovators’ Engagement in Different Innovation Types”
- Ghassan Yacoub, “The Paradox of Openness in Start-Ups: The Contingencies of Collaboration and Partnership Types”
- Derrick Boakye and David Sarpong, “Investments, Talents, Learning Institutions: The three pointers of Research and Development for growth-boosting sustainable innovation”

Many thanks to Pascal Le Masson (INNO SIG Chair 2016-2019) and Vivek Velamuri (INNO SIG chair 2020-2022) for reviewing the articles in the short list. For the 2022 conference, the SIG best paper award has been attributed to Nadine Hietschold, Ariane Segelitz-Karsten, Ronny Reinhardt, and Sebastian Gurtner for their article “Affordable or Premium Innovation? The Influence of Individual and Contextual Factors on Innovators’ Engagement in Different Innovation Types”.

7. International Management

*Markus G Kittler,
MCI Management Center Innsbruck*



The EURAM Strategic Interest Group “International Management” (SIG IM) aims to facilitate and promote the development and exchange of knowledge within the diverse areas of International Management and International Business within and beyond the academic community. In line with the European Academy of Management’s (EURAM) mission, this SIG works as an open, international and multicultural European forum for networking and research (theoretical, empirical and methodological) related to International Management with a particular (but not exclusive) regional focus on Europe regarding (a) the SIG community and (b) the geographical scope of empirical or conceptual research.

The annual EURAM conference 2022 in Switzerland was again our main vehicle to exchange across a heterogeneous community. Key areas of interest were reflected in established tracks such as “Expatriate Management”, “International Competitiveness” and “Management and Cultures” as well as a large General Track. We noted an increased interest in participation by management practitioners, which we particularly encouraged in our call for papers. Looking back at the conference in June, the event in Winterthur was a welcome change back to the more traditional format after previous conferences had to be limited to virtual exchange. It was great to see many of the sessions at Winterthur well attended and participants engaged in constructive exchange about the academic papers presented.

The SIG also hosted a Best Paper Award for Expatriate Management papers at EURAM (in collaboration with the Emerald Journal of Global Mobility and its founding editor-in-chief Jan Selmer). The SIG was also successful in recruiting Prof. Piyush Sharma from Curtin University as Programme Chair for the upcoming conference in Dublin in 2023.



8. Organisational Behaviour & HRM

*Alessia Sammarra,
University of L'Aquila*



The SIG Organisational Behaviour & Human Resources Management (OB & HRM) 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, leadership and human resource management.

Our aim is to enhance the scholarly and managerial understanding in these areas of research by providing a platform for dialogue, collaboration, and networking.

The SIG OB & HRM 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 SIG OB & HRM 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. There is also the Best Reviewer Award for the overall OB SIG rewarded to the quality reviews across various tracks. Papers presented to the SIG OB & HRM have two conference related publication outlets: Team Performance Management and Evidence-based Human Resource Management.

In the EURAM 2022 Conference, our SIG featured 148 paper presentations in 51 sessions. In addition to the four Standing Tracks, the SIG's programme included two Topics entitled 'New forms of work and employee voice in the digital era' and 'Positive and Negative Organisational Behaviour: Unfolding mindfulness and meaningfulness at work'. In addition, the SIG's programme offered two Symposia entitled 'Crafting work and life for employee health and well-being in challenging times' (organised by Dr. Jessica DeBloom, Dr. Mary Kosenkranius, Dr. Nanxi Yan, Dr. Philipp Kerksieck) and 'Managing loneliness in organisations' (organised by Dr. Anthony Silard and Dr. Sarah Wright).

The SIG programme highlights included Prof. Dr. Wolfgang Mayrhofer's Keynote Speech entitled «It's about time. A plea for more time-sensitive research in organisation studies» and announcements of the SIG's awards for best papers and best reviewers.

As a part of our social events and activities, we organised a casual hangout to welcome new SIG's attendants and facilitate networking among SIG's members.

9. Project Organising

*Tuomas Ahola,
Tampere University*

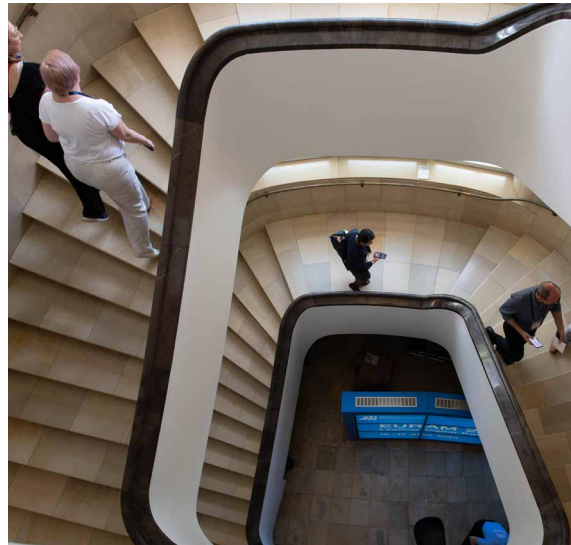


Our ambition is to build an open global and diverse community of researchers from all sectors and disciplines. In 2022, our SIG featured 68 papers from three tracks: the General track, the standing track *"Multi-level Perspectives on Major and Megaprojects"*, and the topic track *"Project sustainability, stakeholders and digitalisation"*. Our SIG also featured the symposium *"Resilience and Projects: Circular Economy Projects: Challenges, Results, Cases, Research Agenda"*.

The highlights of our programme included an interactive session with the editors of the International Journal of Project Management, Project Management Journal, and International Journal of Managing Projects in Business.

The traditional award ceremony was arranged during our SIG plenary, featuring 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. Assistant Professor Maude Brunet (HEC Montréal) joined the SIG Board as a new member.

The Project Organising SIG featured a lively social programme in Winterthur. Many of us brought back lovely memories from Tres Amigos and restaurant Zur Sonne where networking, eating and a bit of drinking took place. We are very much looking forward to seeing you soon in Dublin!



10. Public and Non-Profit Management

*Filippo Giordano,
LUMSA University*

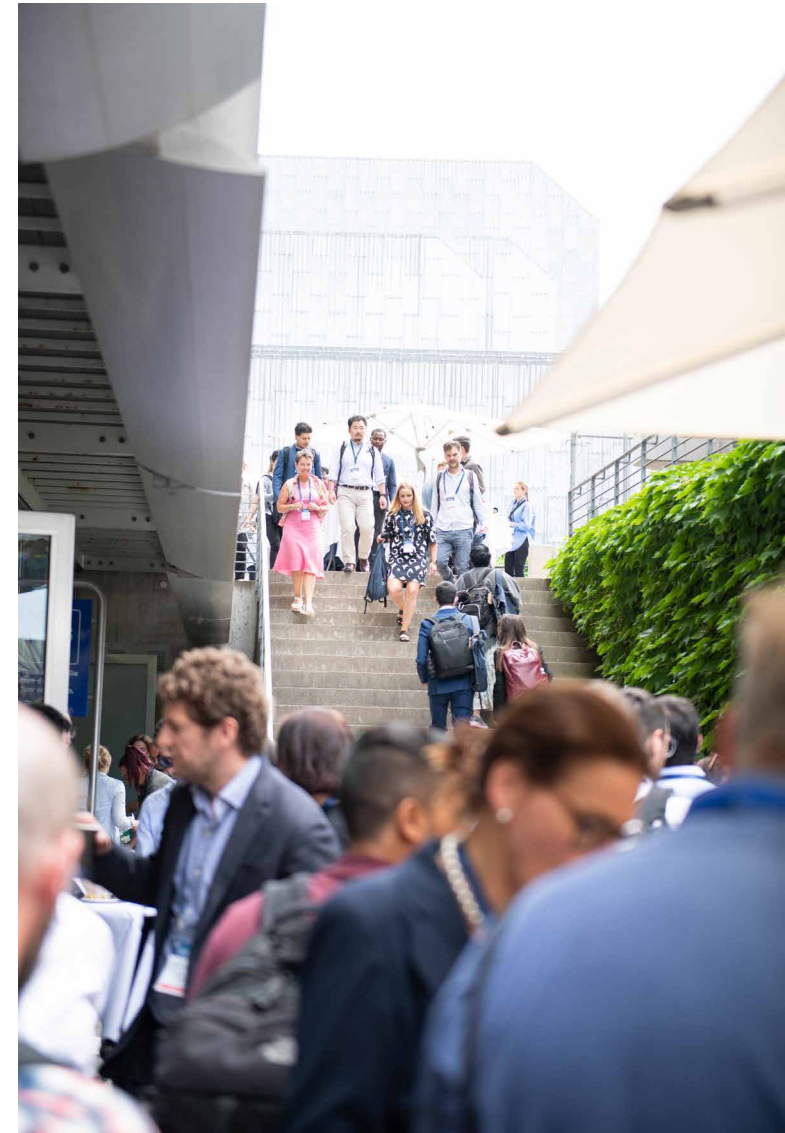


The SIG Public and Non-Profit Management (PNPM) is consolidating its positioning as an open, cutting-edge and inclusive forum to discuss major developments in the area of governance and management of public interest, by also strongly promoting the development of novel research agendas.

The PNPM SIG's 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, welfare sectors, among others, with key issues including network management, performance evaluation, organisation and HRM, social innovation, and digitalisation.

For the 2022 Conference, the SIG has been structured along three standing tracks on: PNPM General Track; Healthcare Management Research; Sustainability in Hybrid Settings, and one new track on E-Government and Public Digital Transformation. Also, PNPM SIG have hosted a keynote session on digital transformation (I. Mergel, Universität Konstanz). A Best Paper award has been sponsored by the International Journal of Public Sector Management. Finally, new SIG officers were nominated: Prof. Filippo Giordano (LUMSA University) and Dr. Lorenzo Costumato (University of Rome Tor Vergata).

In 2023, a new track on Smart Cities will be launched, while papers presented at PNPM SIG will appear in SIG-sponsored special issues from Administrative Sciences, the International Journal of Public Sector Management, and the peer reviewed Emerald Book Series "Studies in Public and Non- Profit Governance".



11. Research Methods & Research Practice

*Viktor Dörfler,
University of Strathclyde*

*Marc Stierand,
Ecole Hôtelière de Lausanne*



The SIG Research Methods and Research Practice stimulates scholarly dialogue around all aspects of academic research. Our aim is to make this dialogue respectful, engaging, deep, innovative, and popular in the community of scholars interesting in philosophical and methodological issues of academic research. These range from philosophical positions or paradigms, various research designs and strategies, through specific methods for data collection, analysis, synthesis, and exploring implications, to execution, theorising and problematising, development of scholarly knowledge, dissemination of findings and outputs and making positive social and policy impacts.

Drawing understanding from all functional areas of business and management disciplines and informed by neighbouring disciplines, such as anthropology, psychology, and sociology, the SIG seeks to foster international engagement, pluralism of views, and inclusive participation on the extant and future varieties of research approaches. Specifically, it aims to serve as a supportive platform to all scholars, regardless of career stage and research topics, interested in how academic research, as a particular form of knowledge production co-evolves with institutional and wider social environments and knowledge practices and communities.

At EURAM 2022, we were all extremely happy to be back to seeing each other in person: there is something important that we miss if we are only online... This year we consolidated all submissions into The General Track, which thus encompassed the full span of research methods and practice, including agent-based modelling, ethnography, and case studies as research strategies, qualitative as well as quantitative methods, every research philosophical position was represented, special issues around reflexivity, measurement, methods for analysing literature, problems of multilingual

research, and issues of validation. In addition, large-scale evolutionary approaches were explored, spanning the layers from philosophy through conducting the empirical part to examining the implications. All the paper sessions, the lively plenary session, and the social events conveyed good mood.



12. Strategic Management

*Anne-Sophie Fernandez,
University of Montpellier*

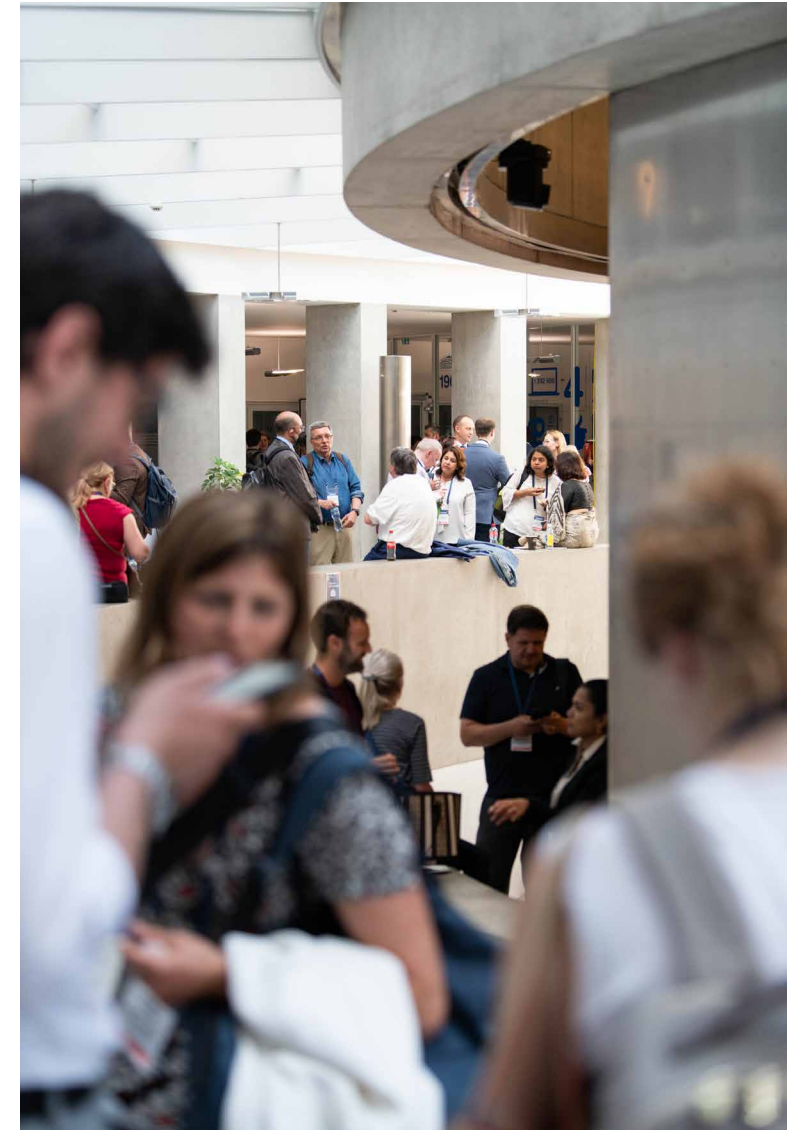
*Isabel Estrada,
University of Groningen*



The SIG Strategic Management Strategic 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 (University of St Gallen, CH), Henk Volberda (Amsterdam Business School, NL), Joan Enric Ricart (IESE Business School, SP) and Xavier Castañer (HEC Lausanne).

The year 2022 was shaped by the annual conference, first reencounter of the community after the pandemic.

For the conference, we received more than 154 paper submissions, spread over 12 tracks. Symposia in a variety of topics with academic and practitioner participants enriched the programme. We started the conference with a kickoff with two panel sessions. In the first panel, Florian Bauer (Lancaster University, UK) and Jana Oehmichen (JGU Mainz, Germany) offered interesting discussion about “Digital technologies for innovation, governance, and leadership”. In the second panel, Dries Faems (WHU, Germany) and Annabelle Gawer (University of Surrey, UK) provided insights onto “Digital platforms and innovation ecosystems”. On the second evening of the conference, we organised “a typical Swiss apero” for our social event. SIG members enjoyed finger food and drinks at Bloom Bar and Garden - Park Hotel Winterthur. More than 60 people, including some members from other SIGs, attended the event. Finally, a wrap-up session was held to close the conference, where we shared information with all members and held our SIG award ceremony.



4. REPORT ON EARLY CAREER CONSORTIUM

Pierre Dussauge



Striving for Societal
Impact as an Early
Career Academic

The 13th EURAM Early Career Colloquium was held at the Business School of the Johannes Kepler University in Linz, Austria, March 2 to 4, 2022. Despite ongoing concerns related to the Covid-19 epidemic, Professor Almina Bešić, a faculty in the Department of International Management of the hosting university, did a wonderful job putting together the event. For many of those participating, the EECC in Linz was the very first academic event they were able to attend face-to-face after two years of exclusively virtual academic activities! Regretfully, we did have a few cancellations from participants who did not have the required vaccinations to enter Austria, as well as from two participants based in Russia whose participation was made impossible by the outbreak of war in Ukraine. Luckily, 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 15 participants as well as a dozen mentors and keynote speakers. Each junior faculty participant got to present his/her paper during a roundtable and received detailed feedback from the other participants at the roundtable as well as from one of the mentors. Participants also joined in one-on-one coaching sessions with an experienced colleague, in which they could raise all the questions and concerns they might have about how to best steer their career to become accomplished academics and achieve their professional goals. In addition, former EURAM President, Thomas Durand and Professor Pierre Dussauge discussed the “rules of the game” for building a successful academic career in an inspiring plenary session. Another plenary saw Hunter Centre for Entrepreneurship at Strathclyde Business School Professor – and also former EURAM President – Peter McKiernan present his highly relevant work on “Responsible Research in Business and Management”. Finally, Prof. Elke Schüssler from the Johannes Kepler

University in Linz offered inspiring thoughts on how to engage in sustainability during one's academic career.

In addition to the purely academic programme, several social events were organised as part of this year's Colloquium. To kick off the colloquium, we were given a private tour of the fascinating Ars Electronica Museum. This was followed by some drinks at the museum bar -with a splendid view over Linz- that allowed participants and mentors to immediately “break the ice”. On the second evening, we all joined for dinner at a typical restaurant in the beautiful historic center of Linz which allowed us all to engage in passionate – academic of course! – discussions.

Overall, the 13th 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.

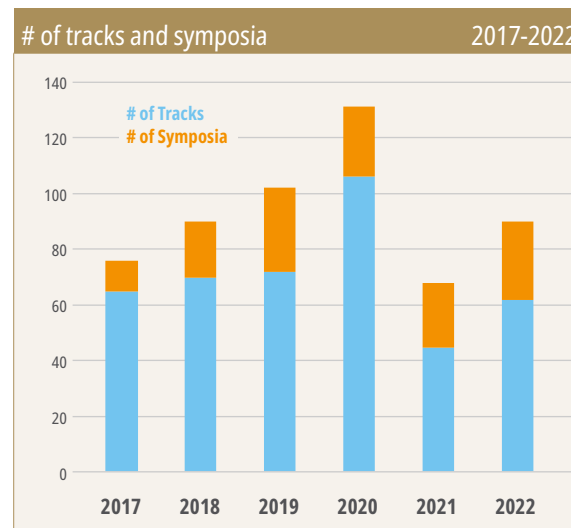
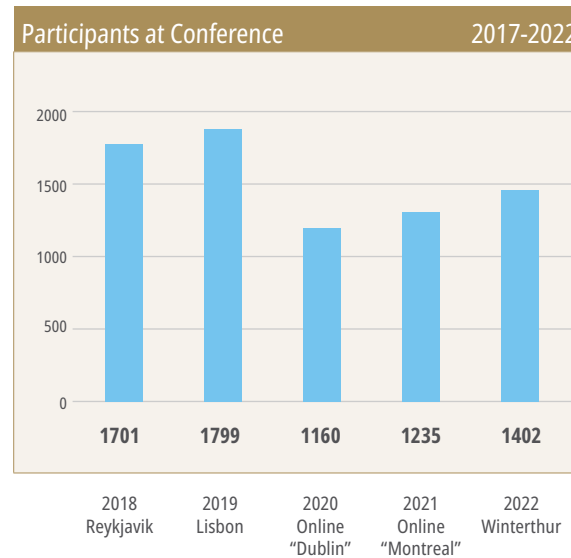


5. REPORT ON CONFERENCES

Eythor Ivar Jonsson



In 2022, EURAM ran the first onsite conference post Covid-19 pandemic. The host of the conference was ZHAW School of Management and Law in Winterthur, Switzerland. Two previous conferences in 2021 and 2020 were online conferences. The conference was therefore a great reunion for EURAM friends who were missing meeting in person. It was a celebration!



The theme of the EURAM 2022 conference was "Leading digital transformation". The conference was held from 15 to 17 of June 2022, only as an onsite conference. The structure of the conference was for most parts consistent with previous onsite conferences. Some 1470 delegates from 66 countries attended the conference. It was an increase from the online conferences of the two previous years. Thank you to Reto Steiner, Conference Chair and his great team!

The taskforce created for making EURAM conferences online in 2020 was still the driver of the conference development in 2022. The taskforce was composed of the local organisation committee, SIG chairs, specialists, the headquarter team and EURAM Vice Presidents and was chaired by the VP of Conferences. The 2022 task force was responsible for discussing the format of the conference and if the conference should be online as before, onsite or hybrid. Different scenarios were created and presented to the Executive committee and the EURAM board. The decision was to make the EURAM 2022 conference an onsite conference.

It was an important learning experience for the EURAM community to organise online conferences in 2020 and 2021. It was helpful in the effort to explore different conference models in the context of the development of the EURAM community and made it a challenge to move back to the onsite model. From the feedback of the EURAM 2022 conference it was obvious that the EURAM community was happy to meet again in person. It is, however, important to develop the possibilities of digital communities for the future. The learnings from the online period are important. The aim is still to build the community and get the EURAM conference to a state where it can support the community even better than before. EURAM 2022 conference was an important milestone in that journey and great revival of the onsite format that has always been the heart of the EURAM community.

6. REPORT ON THE DOCTORAL ACCELERATOR

Mine Karataş-Özkan



The year 2022 has been a great success. We launched our **EURAM Doctoral Accelerator** bringing together our flagship doctoral education activity, namely annual **Doctoral Colloquium**, and other new doctoral activities that we have created such as **PhD Buddy Scheme**.

The focus of the doctoral accelerator is on academic support and career development of our doctoral students. Such focus on the career development and transitioning out of PhD are operationalised via a pathway approach as identified through four paths: academic path, industry path, entrepreneurial path, and public policy path. The emphasis is on learning journey during the PhD that could be translated to many potential routes. We have also collaborated with EIASM to design a framework for a sustainable model of EIASM-EURAM Doctoral Incubator (EIASM represented by Sibel Yamak, Gerardine Doyle and Jerome Chabanne-Rive; and EURAM represented by Kathrin Moeslein, Mine Karataş-Ozkan, Eythor Jonsson, and Luisa Jaffe). The incubator will focus on the start of the doctoral journey through such interaction of the doctoral candidate with their chosen institution and later with other international institutions through the accelerator programme.

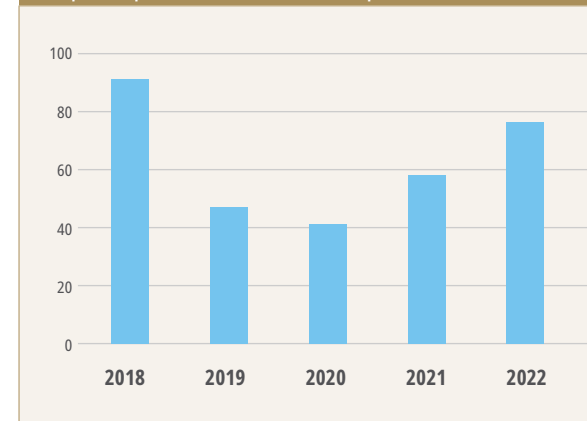
Our **EURAM Doctoral Accelerator** invests in our doctoral students through a mentor-driven support and getting into details of the doctoral research, so they find huge amount of connectivity in our EURAM community and become a dedicated member of the community as such by attending the conferences, taking part in creating new activities by joining the SIGs and leading some of the services for our community in due course. By supporting passionate doctoral researchers with our great mentors as distinguished scholars in their fields and with creative ideas for developmental and collaborative activities, we are dedicated to accelerate the development of doctoral work that can appeal to benefit many people.

The **PhD Buddy Scheme**, led by Joanna Szulc, has been launched in 2022. The scheme allows for doctoral students to work in pairs to provide peer academic and pastoral support, and they are also supported by

a mentor. We have 28 students in the first cohort of the scheme that we started with a welcome event in April 2022. We have a brilliant network of 33 mentors from across disciplines, SIGs and countries.

Our first on-site **EURAM Doctoral Colloquium (DC) 2022** in the post-pandemic world was a huge success too with 76 doctoral participants joining us from across 24 countries including Austria, Belgium, Canada, Costa Rica, Germany, Denmark, France, Finland, Greece, India, Italy, Morocco, Norway, Lichtenstein, Lithuania, Poland, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, United Kingdom, United States of America; representing almost all of our SIGs (top five being Organisational Behaviour, Innovation, Business for Society, Project Organising, and Entrepreneurship). We had 30 mentors as distinguished scholars in their subject domains from within our EURAM community and beyond, joining us from 13 countries (United Kingdom, Switzerland, Pakistan, Canada, Norway, Italy, USA, Spain, Austria, Finland, Turkey, Australia and Poland).

of participants in Doctoral Colloquium, 2018-2022



The Doctoral Colloquium was chaired by Mine Karataş-Ozkan & Vadim Grinevich and Mehdi Mostowfi & Kremena Bachmann (Local Chairs from the host university, ZHAW, Switzerland), and the mastermind behind our DC was our own Nicola Pellegrino, who shaped the DC with us relentlessly. We had a fantastic collaboration with Mehdi and Kremena, who were very collegiate, resourceful, and collaborative. Other highlights of the DC 2022 include a fantastic keynote panel with a theme on bringing together academia, industry and policy worlds. Our speaker from the practitioner world was Gabriel Brenna (Group Chief Executive Officer and Chairman of the Group Executive Management of the LLB Group- Liechtensteinische Landesbank). Chantal Line Carpentier (Chief, United Nations Conference on Trade and Development -UNCTAD- New York office of the Secretary-General) represented the policy world with her emphasis on sustainability and importance of actioning on SDGs collectively. Peter McKiernan (Professor of Management, Strathclyde University, UK) was our academic representative. We had such an engaging and stimulating debate about importance of responsible and relevant research and how to embed this into doctoral research from early on and how to shape careers accordingly.

The keynote panel was followed by a Meet the Editors session represented by Michael Morley representing the EURAM's journal, *European Management Review*, and other colleagues with editorial roles including Philipp Sieger (*Family Business Review*) and

Helmut Dietl (*Journal of Sports Economics*). We had such a great interest by our students in our research methods workshops, namely Quantitative Research (by Fabian Homberg); Qualitative Research (by Hamid Kazeroony) and Systematic Literature Review (by Thierry Volery). Mentoring sessions were well-received.

We have got excellent feedback from our participant students about their mentors and how useful and supportive the sessions were. The reflection session on the PhD process and connecting this with the EURAM Doctoral Accelerator was led by Vadim Grinevich, joined by Katharina Obenholzner and Frano Barbic. Prior to this session, 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 as well as our participants' views about the kind of activities they would like to see in our accelerator.

The closing ceremony of our DC 2022 was crowned by a musical feast by our colleague, John Bessant (Emeritus Professor of Innovation and Entrepreneurship), who has been generously supporting us during two online DCs in the pandemic and in its aftermath in 2022.

We are absolutely delighted and proud that 52 % of our students thought our DC was outstanding, and 41 % thought that it was good. In alignment with our objective to connect with our doctoral students beyond the DC and for the rest of their academic journey as active members of the EURAM community, 59 % of our doctoral participants reported that the DC 2022 reinforced their ties with their peers and the EURAM community of engaged management scholars strongly (37.93% said to a certain extent).



7. REPORT ON RESEARCH AND THE EUROPEAN MANAGEMENT REVIEW

*Hervé Dumez, Anna Grandori
and Michael Morley*



Research

We are grateful to the [EURAM Scientific Council](#) whose members take part in selection committees to reward research excellence and to help researchers in their projects through the EURAM Research Grants Scheme.

During EURAM 2022, we had the pleasure to hear **Amy Whitaker** (NYU Steinhardt), Penrose Awardee 2021, give a keynote speech about “From Equity for Artists to Equity for Citizens: Creativity, Democracy, and Shared Value”.



Best Paper Awardee



Best Book Awardee

The following awards were given during the Awards Ceremony in Winterthur:

EURAM Edith Penrose Award sponsored by INSEAD

🏆 Joint Award given to **Giovanni Dosi**, Institute of Economics at the Scuola Superiore Sant'Anna in Pisa & **Anna Grandori**, Bocconi University

Best Conference Paper 2022

🏆 **When the going gets tough: In-group bias and board gender diversity in the wake of economic shock**
Shibashish Mukherjee, EM LYON Business School & **Sorin Krammer**, University of Exeter Business School

Most Inspirational Paper 2021

🏆 **Looking through the Kuhnian lens: The structure of scientific misconduct and the four futures of management**

Ksenia Keplinger, Max Planck Institute for Intelligent Systems, Stuttgart Germany & **Russell Cropanzano**, University of Colorado

Best Conference 2022 Reviewer

🏆 **Adam Ayaita**, RTWH Aachen, Germany

Best Book 2022

🏆 **Paradoxes of Power and Leadership**, Routledge 2021

Miguel Pina e Cunha, **Stewart R. Clegg**, **Arménio Rego**, **Marco Berti**

Best Book Runner up

🏆 **Elgar Introduction to Organizational Paradox Theory** [Elgar Introductions to Management and Organization Theory series](#), Elgar 2021

Marco Berti, **Ace Simpson**, **Miguel Pina e Cunha**, **Stewart R. Clegg**

EURAM Research Grant Awardees

- 🏆 **Better together or better apart: The use of artificial intelligence, human intelligence and human-in-the-loop systems in HR screening**

Ksenia Keplinger and Marina Chugunova, Max Planck Institute for Innovation and Competition

- 🏆 **Organisational practices to successfully integrate international migrants**

Nicole Franziska Richter, University of Southern and Sven Hauff, Helmut Schmidt University

- 🏆 **The Impact of Internal Change Agents in Public Sector Digital Transformation (INSTIGATOR)**

Jessica Breugh, Hertie School and Caroline Fischer, University of Potsdam

- 🏆 **Understanding the non-academic impacts of academic research in their national and international contexts**

Bill Lee, University of Sheffield, Gianpaolo Abatecola, University of Rome Tor Vergata, Matteo Cristofaro, University of Rome Tor Vergata, Huiping Xian, University of Leicester, Davide Secchi, University of Southern Denmark, Florence Allard-Poesi, Université Paris-Est Créteil, Marek Szarucki, Cracow University of Economics, Oskar Kosch, Cracow University of Economics, Michael Schlaile, University of Hohenheim, Bernd Ebersberger, University of Hohenheim

Runners Up

- 🏆 **Context matters: an international comparative study to understand EDI interventions in MNCs**

Andri Georgiadou, University of Nottingham and Sabine Bacouel-Jentjens, ISC Paris, School of Management

- 🏆 **Partnering for health: setting the ground for service ecosystems**

Elena Casprini, University of Siena and Rocco Palumbo, Senior Researcher, University Rome Tor Vergata

European Management Review Best Paper 2021

- 🏆 **Contextual Expertise and the Development of Organisation and Management Theory**

Ali Aslan Gümüşay, University of Hamburg and John M. Amis, University of Edinburgh (2021) European Management Review, Vol. 18(1), pp. 9-24

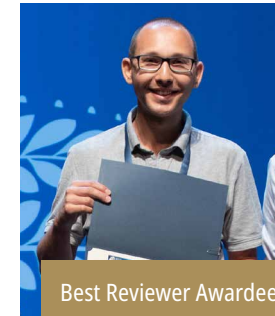
- 🏆 **Renewing creative work for business innovation: Architectural practice in the trading zone.**

Marianne Stang Våland, Silviya Svejenova, Copenhagen Business School, and Rune Thorbjørn Jason Clausen, VIA University College (2021) European Management Review, Vol. 18(4), pp. 389-403.

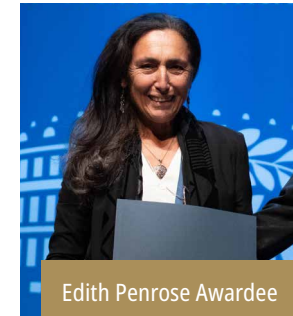
European Management Review Best Reviewers 2021

- 🏆 **Wisunupong Potipiroon, Prince of Songkla University, Thailand**

- 🏆 **Brian Harney, Dublin City University, Ireland**



Best Reviewer Awardee



Edith Penrose Awardee



Most Inspirational Paper Awardee



EURAM Grants Awardees

European Management Review

*Anna Grandori & Michael Morley,
Editors in Chief*

The year 2022 was a turning year for European Management Review on several fronts, with the joint engagement of two Editors in Chief, an expanding Editorial team (20 Editors in 2022, 24 in 2023) and Consulting Editors (9 in 2022, 11 in 2023)

Submissions continued to increase - 449 in 2022 submissions, up from 372 in 2020, and 421 in 2021.

This upward trend in submissions required a significant engagement with our reviewer community. A total of 563 reviews were completed and submitted in 2022. Hence we decided to constitute a new Editorial Review Board (about 90 scholars), nominated by the Editors, for stimulating and recognising the dedication of our reviewers.

In accordance with the approach announced in the Editors in chief Editorial in the first issue of 2022, rejection rate has been raised on first submissions but lowered at later stages, in order to reduce time and effort investments by authors, editors and reviewers.

The readership of European Management Review also continues to expand significantly. The year 2022 saw downloads rise to a total of 173,720, up from 152,970, in 2021 and 107,890 in 2020. The rise in downloads is particularly strong in the UK, the US, China, Germany and India. The citation trend also continues on a strong trajectory with a significant increase in recent years (Impact Factor from 1.533 (2018) to 2.534 (2020) to **3.000 (2021/22)**).

By way of content, the definition of 10 Areas and the systematisation of *Type of papers considered* (Research Articles; Literature Reviews; Points & Dialogues; Perspectives; Research Notes; Methodology Matters papers.) increased and re-equilibrated coverage by themes and approaches.

In addition, Special Issues initiatives have been reinforced: 2 were published in 2022 and three are under preparation; and a yearly SI submission window each January has been formalised, to ensure equal opportunities and comparative assessment.



8. REPORT ON FUNDING INITIATIVES

Panos Desyllas



EURAM Research Funding Initiatives aim to support the EURAM community members to benefit from individual and joint collaborative EU funding. This year's initiatives fall into three categories:

First, we continued with our exploration of funding opportunities from the European Union by organising and hosting a workshop on "Research Funding Opportunities from Horizon Europe" during the 2022 Annual Conference of EURAM in Winterthur, Switzerland. The objective of the workshop was to provide information about funding opportunities by Horizon Europe and similar funds. The EU's key funding programme for research and innovation, Horizon Europe, has a budget of €95,5 billion. Several issues were discussed in a panel, including: Anticipating and identifying opportunities and calls; Identifying partners and structuring consortia; Managing consortia; Developing research outputs from joint research. The panellists of the workshop included past award holders, consortia managers and research officers: John Bessant, Emeritus Professor at the University of Exeter; Sandra Dijk, Executive Director, EU projects at HHL Leipzig Graduate School of Management; Claudia Lehmann, Professor and Executive Director at HHL Leipzig Graduate School of Management; Jennifer McClung, National Contact Point for ERC and Culture, Creativity, and Inclusive Society; Kathrin Moeslein, Professor at Friedrich-Alexander-Universität and EURAM President.

Second, we made progress with capacity-building activities in the field of Big Data and Machine Learning. This initiative has led to a team of more than 20 EURAM members representing 12 countries. In total, about 50 EURAM members expressed interest to join this effort at some stage. Joint work has led to successful applications for organising two PDWs on "Big data and machine learning: A focus on online social networks" and "The use of artificial intelligence and human-machine interaction in strategic decision-making and HR processes" in EURAM 2023. Another group developed a COST Actions application for funding to support future activities within this research domain,

with an emphasis on developing training for doctoral candidates and early-career researchers.

Third, we continued working with members of the ExCom, EURAM Country Representatives, and management scholars that have been award holders or sit on research evaluation panels to identify promising solutions to the so-called "funding gap" of management research. The longer-term objective of this initiative is to ensure that management research and scholars have more opportunities to apply and receive funding from European institutions, such as the European Research Council, and management research is better represented at the corresponding research evaluation panels.



9. REPORT ON PRACTICE

Stefan Güldenber

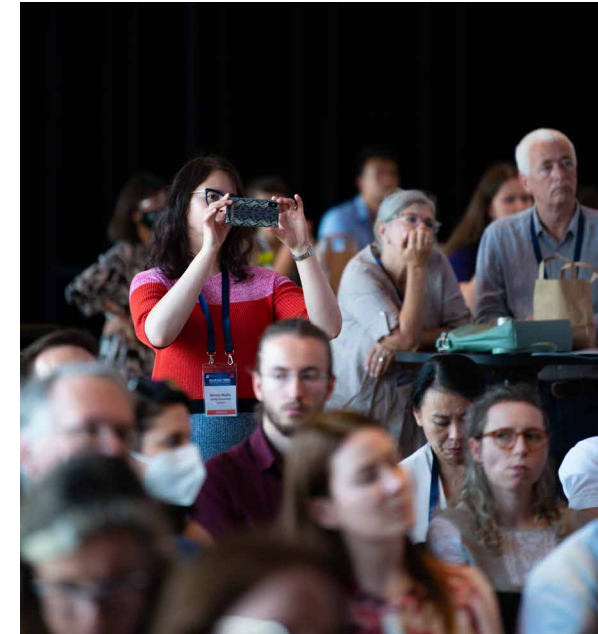


We as EURAM see ourselves committed to develop and provide state-of-the-art management knowledge towards key decision makers. We do this via three main channels:

EURAM's Annual Conference: Since 2020, it is possible to purchase a special practitioner ticket and since 2022 practitioner group tickets for our annual conference, which are bound to an organisation and not to an individual person, thereby offering different practitioners from the same organisation on different days access towards our conference. Built in this, we are offering a practitioner's experience path at our annual conference as well as various attractive opportunities for practitioners to engage in a valuable exchange with academia, such as the initiation of corporate research problem workshops, meet the academics, an academic buddy programme, practitioner in residence for each SIG and much more. In addition, we have created different attractive sponsorship opportunities. Within the next years, this should develop into a separate EURAM membership category for practitioners and a strong and scientifically engaged practitioners' community within EURAM.

EURAM Labs: On the day before the official opening of each EURAM Annual Conference, EURAM Labs offer the possibility for practitioners to interact with researchers in a workshop like setting on current grand topics and challenges. At the 2022 Annual Conference we have run altogether four EURAM Labs on topics like "Augmented Reality", "Digital Transformation in Finance" or "Extended Realities in Experience and Service Design".

EURAM Sparks: EURAM has continued its efforts to establish the EURAM Sparks initiative: <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. 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 a most appealing way without losing its scientific accuracy. In 2022 a cooperation between the European Management Review (EMR) and EURAM Sparks was established in order to offer authors the opportunity to publish their work via both channels towards the scientific as well as practitioners' community.

10. REPORT ON GOVERNANCE & FINANCE

Dorota Dobija



Governance

In 2022, we continued to strengthen the governance of the association by developing bylaws outlining election processes of various officers. Some amendments were also proposed to the Academy's Statutes due to the recent changes of the Belgian law. Besides the adjustment the Academy's Statutes to the existing law some additional clarification in the Statutes have been proposed such as for instance how decisions are made by the board in case of emergency or clarifying the right to sign contracts and bids relate to regular business.

The statutes and bylaws will be presented at the General Assembly in 2023.

Finance

In 2022, 26% of the Academy's revenues come from membership fees, 65% were revenues from its annual conference and 9% were from other sources of revenues such as the profit share from the European Management Review. The Academy is recovering from the impact of the Covid-19 which resulted in a loss for two consecutive years. The opportunity to organise an Annual Conference last year was welcomed by the members and allowed us to generate more revenue and profit than in previous years. On the other hand, the association is still looking for cost effectiveness, without sacrificing value added to our members.

The Academy continues to have a sound financial position and secured funds allowing for going forward without concern as confirmed by the auditor's report.

PROFIT AND LOSS ACCOUNT		
Revenues by category	2022	2021
Membership fees	95 206,00	95 653,55
Income from Conference	239 180,00	125 970,72
EURAM Early Career Colloquium	2 369,58	500,00
European Management Review	26 929,13	27 154,60
Other	4 484,20	3 010,07
Total	368 168,91	252 288,94

FINANCIAL POSITION OF EURAM		
Assets	2022	2021
Fixed assets	2 846,51	17 342,41
Debtors	14 288,00	13 949,59
Bank deposits	949 775,75	889 489,47
Prepayments	3 173,79	693,85
VAT	3 345,86	5 382,05
Total assets	973 429,91	926 857,37
Capital	2022	2021
Prepaid Membership Fees	103.812,74	85.752,09
Accruals	19.246,30	13.301,01
Other creditors	20.384,40	19.226,13
Surplus Previous Years	808.528,55	868.418,80
Surplus for the Current Year	21.457,92	-59.840,66
Total capital	973 429,91	926 857,37

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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.

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

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

	One-year regular membership (Belgian VAT 21% included)	Multi-year regular membership (Belgian VAT 21% included)
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.



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