

# ANNUAL REPORT 2023



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# 1. REPORT FROM THE PRESIDENT



**Alessandro Zattoni,**  
President

Dear EURAM colleagues and friends, 2023 has been another great year for EURAM!

The 2023 annual conference held in Dublin was a great success for several reasons. First, we reached the highest number of attendees 1923 and a high number at the Doctoral Colloquium; 73.. These numbers could have been even higher if we did not stop the registration procedure in May before the event in order to guarantee an efficient organization. Second, the Trinity Business School in Dublin was a wonderful location, the local organizers did a fantastic job (thanks again Andrew Burke and his team!), all SIG and track chairs did their best to organize a very interesting program, and finally presenters, chairs and discussants contributed to a lively and insightful discussion of papers. I am sure the same will be true for the next annual conference to be held at the University of Bath – School of Management!

The great success of the last conference also presents some challenges that we need to carefully consider. Our society is growing, and the next conferences may attract a higher number of attendees as a large percentage (about 25%) of our members are PhD students and our social media campaign is attracting more interest than in the past. Growth is an opportunity, but also a challenge. We need to keep the organizational processes under control, and, in some cases, we will need to develop new practices to guarantee their efficiency and effectiveness. Last year we already introduced some new ones. First, we organized virtual sessions for the members located outside Europe (i.e., there are more than 300!) that, for various reasons, could not attend the event. Then, we organized a session for the first-time members to share with them the spirit and the values of our society.

In 2023 some Vice Presidents left the team as they reached the end of their second term. They are Dorota Dobija, VP for Governance and finance; Pierre Dussauge, VP for Early Career Consortium; Stefan Guldenberg, VP for Practice; Rémi Jardat, VP for Strategic Interest Groups. I want to thank all of them for their personal contribution to the development of our society. The new team will include both past VPs – i.e., Eythor Ivan Jonsson, Mine Karatas-Ozcan, Hervé Dumez, Panos Desyllas – who accepted to continue to serve the Society for another three-year term, and new VPs – i.e., Francesca Cuomo, Joanna Szulc, David Versailles, Audrey Rouzies and Isabel Diez Vial – who joined the team with the same passion and commitment of their predecessors. As you will read in more detail in the following pages, the team now can also count on a VP for Diversity, Inclusion and Sustainability in order to move forward our practices in these important dimensions.

EURAM is in very good financial condition. Prompted by the board, the executive committee is developing several proposals to fulfill EURAM members' expectations. We are working to create more value in all major goals of the society, that are:

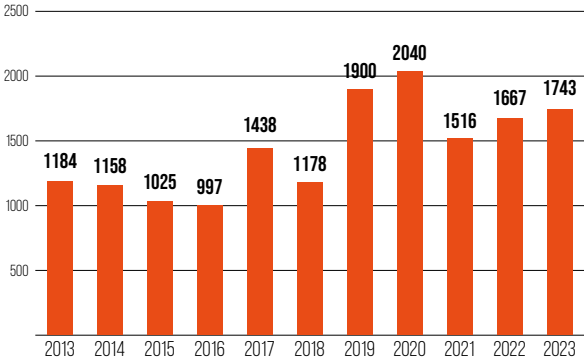
- to develop an open, inclusive and international community of management scholars;
- to support the design, production and dissemination of rigorous impactful research;
- to promote the development of management education; and
- to facilitate the dialogue with practitioners and policymakers. In the fall semester, we have already organized two webinars on Endogeneity and ERC grants, and we plan to organize more in the future.

In parallel, we are investing in IT services, by strengthening the conference app and by developing new ways of communication among SIG and country members. I will share more info on all the projects in the pipeline in future newsletters.

I am happy to conclude by thanking all EURAM members for their continuous commitment and passion to serve the Society. Our society relies on volunteers that serve as Board Members, Executive Committee Members, SIG Officers, track chairs, submitters, reviewers, and contributors in various roles. Thank you for what you did, do and will do for EURAM. Without your loyal engagement, the Society cannot prosper and grow.



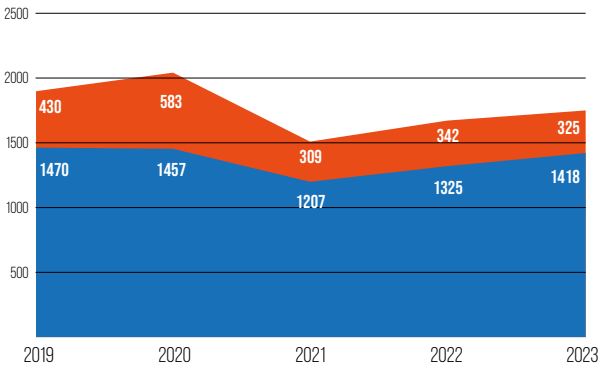
EURAM MEMBERSHIP 2013-2023



TOP 10 COUNTRIES 2023

ITALY	268	18,9%
GERMANY	197	11,3%
FRANCE	166	9,5%
UNITED KINGDOM	149	8,5%
SWITZERLAND	148	8,5%
UNITED KINGT	146	8,4%
UNITED STATES OF AMERICA	69	4,0%
NETHERLANDS	68	3,9%
SPAIN	65	3,7%
POLAND	64	3,7%
	1340	




EURAM MEMBERSHIP 2018-2023



EURAM MEMBERSHIP 2019-2023

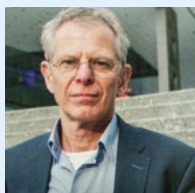
YEAR	2019	2020	2021	2022	2023
REST OF THE WORLD	430	583	309	342	325
EUROPE	1470	1457	1207	1325	1418
% REST OF THE WORLD	22,6%	28,6%	20,4%	20,5%	18,6%
TOTAL MEMBERSHIP	1900	2040	1516	1667	1743

PRESENCE IN SOCIAL MEDIA 2019 / 2023

	2019	2023
EURAM FACEBOOK	 2.960	3.725
EURAM LINKEDIN	 1.050	6.407
TWITTER	 1.010	2.588
TOTAL	5.020	12.783



## 2. REPORT FROM THE BOARD



**Niels Noorderhaven,**  
EURAM Chairperson

2023 was again a very positive year for EURAM. In Dublin we had the second very successful in-person Annual Conference after the COVID pandemic. While there had been some doubts about the future of in-person conferences, Winterthur and Dublin have shown that EURAM members again appreciate the opportunity to come together to meet old and new colleagues, exchange ideas, and generally have a wonderful time. Whereas in the previous years EURAM's future business model and budgetary robustness seemed a bit uncertain, 2023 has given us the opportunity to look ahead again and develop new plans and initiatives to make the association stronger and increase its value to the members.

This was the guiding theme in the deliberations within the Board, as well as in discussions between the Board and the Executive Committee. As previously, all interactions within the Board and between the Board and the Executive Committee have taken place in an open and constructive atmosphere. The EURAM Board has convened 7 times in 2023, including two combined sessions with the Executive Committee (at the Annual Conference). The Board has also received regular updates from the College of Fellows.

### IMPORTANT ISSUES THAT THE BOARD HAS DISCUSSED IN 2023 INCLUDE:

- > Financial accounts 2022
- > Budget for 2023
- > Budget for 2024
- > Selection of conference venue for 2025 annual conference
- > Task force simplification of the structure and organization of the annual conference
- > Organization of the annual meeting with partner associations
- > Selection process of the conference PCO
- > Organization of the General Assembly
- > Discussion of strategic initiatives with the Executive Committee
- > Activities of the Council of Country Representatives
- > Activities of the SIG Committee
- > Activities of the College of Fellows
- > Procedures for election processes of EURAM officers
- > Changes in EURAM statutes and by-laws

As mentioned above, an underlying core theme of the discussions within the Board was how to build on the present healthy condition of the association to develop new initiatives to provide additional value to members. Several ideas were developed, regarding communication with and between members, relationships with practitioners, recognition, and encouragement through EURAM awards and scholarships, and the possibility of growing the EURAM Early Career Consortium into a Winter Conference.

**These ideas will be carried further by the Executive Committee, where necessary supported by task forces.**

A theme that was already prominent in 2022 and remained so in 2023 pertained to the question of how the Annual Conference can be made both more sustainable and inclusive. As one part of the outcome of these discussions, EURAM will in 2024 continue to offer part of the Annual Conference online.

The Board 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. The Board has carefully monitored the activities of other scholarly associations and has initiated an informal discussion with the President of the Academy of Management, with the view of learning from that association's experience.

An important event with regard to external relations was the working lunch with representatives from partner associations during the EURAM annual conference. During this lunch 19 representatives from 11 associations in total exchanged ideas and experiences. The topic discussed, and prepared in advance by the participants, was: "What is

your association already doing for the inclusion of young scholars, especially those disadvantaged and what more could be done for the inclusion of young scholars, especially those disadvantaged?”

The discussion focused on the following questions: How to define “disadvantaged (groups-individuals)” in an actionable way? What are the ways in which your association promotes access to your activities for disadvantaged groups? Can we think of new, innovative ways to promote access to your activities for disadvantaged groups? Regarding the first issue, approaches and experiences were shared, but there seems to be no foolproof way to distinguish those who are disadvantaged, either financially or otherwise. EURAM will learn from the examples discussed and continue to work out its own approach. Regarding the second question, the discussion focused on the advantages and disadvantages of online conferences and special fee structures. Finally, some new suggestions that were mentioned by the representatives pertained to taking away various obstacles to publishing by those who are not native English speakers and/or work with data from their local communities. It is important that editors and reviewers of journals and conferences avoid implicit biases against these scholars. Other examples mentioned were online PDWs and online visiting scholars programmes.

The EURAM Board will keep a keen eye on how the association moves to become more sustainable and inclusive in the coming years.



## A. FELLOWS COLLEGE



**Peter McKiernan,**  
Dean of Fellows College

### SYMPOSIUM AT EURAM 2023

The first EURAM Fellows symposium was organised in Dublin as part of the EURAM 2023 Annual Conference. The theme was chosen as 'Social Inclusion of Scholars from Disadvantaged Backgrounds' by the proponents, Mine Karatas-Ozkan, Sibel Yamak, Mustafa Ozbilgin and Slike Machold, following a debate at the Fellows College meeting. The panel of speakers included Stewart Clegg, who opened the debate through his thought-provoking talk on 'Broadening the tent, camping out and related strategies for inclusion', followed by Silke Machold, who raised the importance of mental health matters as linked to inequalities, discrimination and associated implications for disadvantaged academics. Khaoula Omhand then took the debate to another area of diversity and talked about 'Coping strategies of women of colour navigating within the UK academy. Gender dimension was elaborated by Mustafa Ozbilgin's insightful talk on 'Gender equality in business schools: evaluation methods', and a talk on 'Lived experiences of women academics' by Joanna Szulc and Frederike Scholz.

The symposium was well-attended and well-received by the participants leading to stimulating conversations around the topic with specific insights as to how some of these recommendations for action could be taken forward. Some concrete outcomes of the symposium include an extensive discussion of the topic of supporting disadvantaged PhD students as early career colleagues for joining the EURAM community. As a result of the proposal put forward by Mine Karatas-Ozkan, EURAM's Vice President with Talent Development, the EURAM Board has now agreed to provide scholarships for a select number of such disadvantaged PhD students. EURAM's new Vice-President for Sustainability, Diversity and Inclusion, Isabel Diez-Vial, and Mine Karatas-Ozkan are currently working on a process for this scholarship to be offered in 2024.

The symposium has also led to two more symposia in related domains for EURAM 2024 conference, to be hosted in Bath, UK. One of them is: 'Striving for Inclusivity: Nurturing Equality in Academic Spaces', led by Frederike Scholz, Joanna Szulc, Silke Machold, Marloes van Engen, Mine Karatas-Ozkan, Simon Kelly. Another one has been proposed by two EURAM Fellows, Julianne Brabet and Mustafa Ozbilgin, to continue the Fellows symposium tradition, with the following title: 'Digitalisation and the future of universities and democracy'.



## NEW FELLOW 2023



**Armand Hatchuel,**  
Professor of Management and  
Design science at Mines Paris,  
Paris Science letters University

Armand Hatchuel is Emeritus Professor of Management and Design science at Mines Paris, Paris Science letters University (PSL university) where he co-founded the chair of "Design theory and methods for innovation" and the chair of "theory of the Enterprise".

Armand Hatchuel has been involved in EURAM as a contributor and track organizer since 2002. He was elected as French representative for the EURAM board between 2006 and 2012.

Armand Hatchuel's research has been focused on the cognitive dynamics of collective action and on the impact of management methods on the production of new knowledge in organizations. This has allowed him to contribute to several academic fields. Since 1998, he developed with Benoit Weil and Pascal Le Masson, a theory of design rationality (called C-K theory) that models creative reasoning and the generative logic of specific collectives. Papers on C-K theory has been discussed in Engineering, cognitive psychology, management, and philosophical journals. They gave birth to the international group on Design theory of the Design Society. Applications of C-K theory influenced how innovation is organized in worldwide companies.

Armand Hatchuel has also explored the nature and foundations of Management research. He has developed the notion of "epistemology of collection action" that allowed him, with Blanche Segrestin, to discuss the limitations of corporation law in relations to new responsibilities and environmental transitions. Their work has inspired the new French corporation Law (Loi Pacte 2019) that includes a new statute of "purpose-driven corporation" (société à mission) that has been adopted, to date, by more than 1500 corporations.

Armand was named "Knight of the Legion of Honour" by the French government in 2017. He is currently columnist for management issues at the French newspaper Le Monde.





## B. COUNTRY REPRESENTATIVES COUNCIL



**Dieter Bögenhold,**  
Chair



**Lucrezia Songini,**  
Chair

The Country Representative Council (CRC), chaired by Dieter Bögenhold and Lucrezia Songini, consists of country representatives from 31 different countries. With the new elections, the CRC has been reconstituted from June 2023. 15 new members joined the CRC and replaced the outgoing members.

The CRC met twice in 2023: first, in a meeting during the annual EURAM conference in Dublin on 16 June 2023, and second, in a meeting on 24 October 2023. The Dublin meeting was held in a hybrid format, with about half of the members attending in person and the rest participating virtually. The second meeting was entirely online.

The two meetings of the CRC covered a variety of topics, including discussing the role of the Country Representatives, who should act in their own country and act as a kind of EURAM ambassador, trying to bundle common or specific interests and needs of the national EURAM members, which should be brought to the attention of the EURAM Board and other members of the CRC. We also discussed needs, tasks, and opportunities to stimulate interest in the next EURAM conference in Bath in 2024 and to remind regular EURAM members in the different national member countries of the deadlines for submitting papers by January 2024. An update of the EURAM Statutes was also discussed, to increase the visibility of the country representatives during the General Assembly.

Following the discussion already held in the 2022 CRC, the first symposium organized by the CRC was held at the Dublin conference. The title of the symposium was: "Diversity and Relevance of Management Research: What and how can we learn from each other?" The symposium was a mixture of some invited plenary speakers, including Hervé Dumez (EURAM Vice-President for Research) and Timothy Hoff (Editor of the Academy of Management Discoveries Journal), and various members of the CRC. The debate was lively and whetted the appetite to continue along this path. In the meantime, another symposium has been proposed and accepted for the EURAM 2024 conference in Bath.



## C. STRATEGIC INTEREST GROUPS COMMITTEE



**Anabel Fernandez-Mesa,**  
Chair



**Hamid Kazeroony,**  
Chair

This year presented an opportunity to grow in numbers, collegiality, collaboration, and richness in the quality of papers in each of the SIGs.

### PREPARING FOR THE FUTURE GROWTH

To Examine EURAM's future opportunities and challenges based on the current projected trajectory, an ad hoc committee was formed. The committee included Remi Jardat, our former SIGs vice president, in collaboration with some of our SIG chairs, our 2024 local organizing committee vice president, Panos Desyllas, Conference vice president Eythor Jonsson, Anabel Fernández, and Hamid Kazeroony.

The committee addressed the dramatic increase in submissions between 2021 and 2023. The trend showed a 29% increase yearly in the total number of submissions. The committee examined the processes and the organization of the annual conference and recommended how to accommodate our future growth.

### RECOGNITION

We thank our colleague, Remi Jardat, for his six years of service as SIG's vice president, and we appreciate his continuous support of our academy. EURAM, particularly the SIGs, are indebted to his relentless work through the last six years.

We would also like to welcome our new SIG's vice president, Audrey Rouzies, who will lead the SIGs into the future.

We also thank Luisa and Nicola for creating a new training program for our new SIG and Track chairs, which offers an excellent way of keeping new colleagues on track throughout the year.

Finally, we would like to introduce you to our SIG chairs lineup and thank them for undertaking this great responsibility:

- **Business for Society:** Davide Bizjak, Chair
- **Corporate Governance:** Amedeo Pugliese, Chair
- **Entrepreneurship:** Diego Matricano, Chair
- **Family Business Research:** Jan-Philipp Ahrens, Chair
- **Gender, Race, and Diversity in Organisation:** Faiza Ali, Chair
- **Innovation:** David Versailles, Chair
- **International Management:** Piyush Sharma, Chair
- **Organisational Behaviour and Human Resource Management:** Alessia Sammarra, Chair
- **Project Organising:** Per Svejvig, Chair
- **Public and Non-Profit Management:** Filippo Giordano, Chair
- **Research Method and Research Practice:** Gianpaolo Abatecola, Chair & Marek Szarucki, Chair
- **Strategic Management:** Daniel Alonso Martinez, Chair & Isabel Estrada, Chair

### 3. REPORT ON STRATEGIC INTEREST GROUPS



**Audrey Rouzies,**  
Vice President Strategic Interest  
Groups (SIGs)

Although I have been active in EURAM since 2008 (as track chair, SIG chair and national representative), from June 2023 I have the honor and responsibility of supporting the development of Strategic Interest Groups (SIGs).

The SIGs are the backbone of the conference. The SIG chairs work behind the scenes throughout the year to help deliver a quality conference, in coordination with the Vice President for Conferences, Eythor Jonsson, and the Local Organizing Committee. The SIG Chairs meet monthly to share and learn from each other's experience in a spirit of collegiality. Throughout the year, in addition to topics directly related to the preparation of the annual conference, the SIG chairs' meetings are valuable moments to engage in an open dialogue on crucial issues for the EURAM community and the academic world, such as the importance of diversity and inclusion in academia or the challenges and opportunities that AI represents for researchers.

One of the challenges of my role as VP responsible for SIGs is to respect the uniqueness of each SIG while fostering collective learning and the emergence of best practices to support SIG and track chairs. I would like to underline the commitment of SIG chairs who do a tremendous amount of work on a voluntary basis. I would also like to underline

the unwavering investment of Anabel Fernandez-Mesa and Hamid Kazeroony, Co-Chairs of the SIG Committee, who support SIGs activities and development. Finally, I would like to thank Prof. Rémi Jardat (former VP for SIGs), Luisa Jaffé and Nicola Pellegrino for their constant support and responsiveness. They made it easy for me to settle into my new responsibilities as VP.

I look forward to developing new projects during the remainder of my term.



# 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 2023, the SIG received 225 paper submissions and organised four 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 there are forthcoming in 2024 two edited books: the first by Mathias Béjean, Julianne Brabet, Edoardo Mollona, Corinne Vercher-Chaptal “Disruptive Digitalization and Platforms: Risks and Opportunities of the Great Transformation of Politics, Socio-economic Models, Work, and Education” and the second by Hugo Letiche, Ivo De Loo, Carolyn Corderly, Jean-Luc Moriceau “Accountability Research: Ethnographic Methods in Organisation and Accounting”.



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 2023, ten symposia have been held with a good attendance of the community. SIG B4S is also committed to recognizing 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



**Amedeo Pugliese,**  
University of Padua

The SIG Corporate Governance has a long tradition within EURAM, as it was established in 2002. In 2023, after a couple of years of turmoil, the CoGo SIG has regained interest and attraction for its constituencies, as witnessed by the 69 submissions to the 6 standing tracks and 84 attendees. No doubt that a major role has been played by the keynote speakers: Prof. Colin Mayer - Professor of Finance at Said Business School (Oxford University) delivered a keynote speech on 'Corporate Purpose', and Prof. Nicolai Foss – Professor of Strategy at the Copenhagen Business School on 'Ownership and Governance'.

The SIG Corporate Governance has now a consolidated routine of proposing five or six standing tracks exploring both relatively novel and topical issues (e.g., corporate purpose, sustainability, diversity, information and data) as well as consolidated mainstream issues like ownership, boards, TMTs, compensation. The hope for the next year is continuing to attract colleagues and provide them with the best opportunities to further develop their research ideas in a friendly and rigorous venue.

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 2023.



### 3. ENTREPRENEURSHIP



The SIG Entrepreneurship plays a leading role in the EURAM 2023 conference, as evidenced by the impressive submission of over 300 papers. This achievement underscores the SIG's significance within our academic community.

The success of SIG Entrepreneurship can be attributed to the ENTeam, an exceptional group of worldwide entrepreneurship scholars. Their commitment to engaging both longstanding and new members through physical events and social media, such as Facebook, LinkedIn, and the official SIG Conference website, has been commendable.

#### 2023 CONFERENCE HIGHLIGHTS

During the EURAM 2023 conference, the SIG Entrepreneurship organized a variety of activities to strengthen the community:

- **Academic Tracks:** Beyond the general track (GT) and seven standing tracks (ST), ten additional tracks were introduced, expanding the research landscape in entrepreneurship;
- **Symposia:** Four symposia were conducted, covering topics like dynamic capabilities in entrepreneurship processes, startup boards, methods of researching business failure, and steward-ownership.
- **Keynote Speech:** A keynote speech was conducted by Prof. D. Welsh, providing invaluable insights to attendees;
- **Informal Meetings:** These sessions facilitated discussions among scholars about current and future research avenues in entrepreneurship.

#### AWARDS AND PUBLICATION OPPORTUNITIES

The SIG Entrepreneurship proudly recognized scholarly achievements through various awards, highlighting our commitment to academic excellence: Best Reviewer, Best Paper in EURAM Entrepreneurial Processes / SIMA Entrepreneurship, Best Paper in EURAM Internationalization / SIMA, Best EURAM-SIMA Paper and Most Inspirational Paper.

Additionally, several publication opportunities were presented, including special issues and book series, further fostering academic discourse and collaboration.

#### SOCIAL ENGAGEMENTS

Two social events were organized to provide a relaxed and enjoyable atmosphere for the ENTeam, fostering informal interactions and community building.

#### NEW LEADERSHIP

The conference marked the appointment of a new team of SIG officers: the new SIG Chair is Diego Matricano, the new SIG Programme Chair is Damiano Petrolo, the new Paper Development Workshops Officers are Gorkem Aksaray, Galit Klein, Bisrat Misganaw and Francesca Sanguineti; the new Publication Acceleration Programme Officers are Andrea Caputo, Luca Gnan, Massimiliano Pellegrini; the new Communication Officers are Maria Claudia Angel Ferrero, Alessia Munnia, Francesco Russo.

We extend our deepest gratitude to all the members of the ENTeam for their outstanding contributions and dedication.

## 4. FAMILY BUSINESS



**Jan-Philipp Ahrens,**  
University of Mannheim  
& University of Passau

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.

The 2023 Conference saw a very good participation along the two main tracks on **“Strategy, Innovation, and Digitalization in Family Firms”** and **“Behavior, Performance, and Sustainability in Family Firms”**, and the SIG general track. It was an extraordinary Conference that, beyond the several social events, had seen the involvement of several worldwide recognized scholars. Prof. Jörn Block (University of Trier and Erasmus University Rotterdam) delivered the keynote speech on **“How can big data and artificial intelligence advance family business research?”**. He went in depth into two hot topics in management research, thus providing new insights for the family business literature.

Our SIG had its first ever symposium on **“Multi-level dialogues at the intersection between family firm and sustainability”**. The symposium hosted many colleagues, also welcoming scholars from other SIGs, thus expressing its interdisciplinarity.

Furthermore, we also organized a plenary session on **“Developing and Publishing Systematic Literature Reviews in Premier Business Outlets: Implications for Family Business Scholars”**, with Dr. Michael Christofi (Cyprus University of Technology).

Of course, beyond the several papers presented, our SIG also hosted a **meet the (guest) editors** session tailored to the family business community.

Anything else? Oh... yes! As every year, we announced the **winners** of the best paper and best reviewer award of our SIG.

[JOIN US DURING EURAM 2024 IN BATH!](#)



## 5. GENDER, RACE, AND DIVERSITY IN ORGANISATIONS



**Faiza Ali,**  
Lahore University of  
Management Sciences



**Jawad Syed,**  
Lahore University of  
Management Sciences

The SIG Gender, Race, and Diversity in Organizations (GRDO) took an important role at the EURAM 2023 Conference, exemplifying a commitment to advancing the discourse on diversity within the global political economy. GRDO's multifaceted approach encompassed a General Track covering an array of topics within the GRDO spectrum and a specialized track named 'Women and Gender', underscoring the SIG's emphasis on addressing the nuanced challenges and opportunities faced by women in the workplace.

The conference served as a platform for contextual, cross-cultural, empirical, and theoretical papers, providing a rich tapestry of insights into the various dimensions of diversity. Attendees, comprising both young and established academics from around the globe, were drawn to the GRDO SIG as a focal point for intellectual exchange and scholarly exploration.

The inclusion of a dedicated 'Women and Gender' track is commendable, signaling a concerted effort to delve into the specific issues pertinent to women in organizational settings. This track allows for a deeper understanding of the challenges women face and opens avenues for informed discourse and potential solutions. It reflects a recognition of the need for targeted initiatives to address gender disparities in organizations.

Throughout the conference, the SIG GRDO orchestrated a series of meticulously planned activities to engage participants and facilitate meaningful interactions. The kick-off and wrap-up sessions provided a structured framework for the conference's commencement and conclusion and encouraged productive and collaborative engagement. The involvement of SIG leadership in lab participation further underscored their commitment to hands-on contributions and practical involvement in the research process.

Paper presentations within tracks and dedicated networking sessions served as forums for scholars to share their research findings, fostering intellectual dialogue and collaboration. The plenary session, a hallmark of academic conferences, offered a platform for thought leaders to share insights and perspectives, elevating the discourse on diversity within the global political economy.

Beyond the academic realms, the SIG GRDO recognized the significance of fostering a sense of community. The SIG Social Networking dinner, hosted at a local Middle Eastern restaurant, not only provided a delightful gastronomic experience but also created an informal setting for participants to forge connections on a personal level. Such social events contribute to the building of networks and collaborative relationships.

The active involvement of SIG leadership in contributing to the EURAM Doctoral Colloquium showcased a commitment to mentorship and the development of emerging scholars. Their engagement in guiding doctoral candidates aligns with the SIG's broader mission of nurturing the next generation of researchers in the field of Gender, Race, and Diversity in Organizations.

In essence, the SIG GRDO at EURAM 2023 succeeded in creating a dynamic platform that not only addressed the complexities of diversity within the global political economy but also fostered an environment conducive to scholarly exchange, networking, and mentorship. The combination of academic rigor, targeted tracks, and inclusive activities solidified the GRDO SIG's position as a key contributor to the advancement and enrichment of gender, race and diversity scholarship.



## 6. INNOVATION



**David W. Versailles,**  
Paris School of Business &  
Luxembourg School of Business

The SIG Innovation is among the first founded groups of EURAM with a consistent presence at the annual conferences since 2002. The SIG has always devoted significant efforts to ensure a wide representation of the European national research communities, and only validates new tracks when a minimum of 4 national communities are present in a 5+ people organization team.

The professionalization of the SIG management team is currently under process around David W. Versailles, SIG chair, and Patrick Spieth, co-SIG chair. The SIG aims at the organization of quarterly paper development workshops. Early career development sessions and activities for the dialogue with practitioners are also under preparation. The list of SIG officers committed to this development is available from the SIG page on EURAM website.

In 2023, 14 tracks were offered in the call for papers, and 255 submissions were received. More than 600 reviews were performed in total. At the end of the review process, 166 articles were presented at the conference (compared to 91 in 2022). During the SIG general session (organized by Quentin Plantec), Prof. Dominique Foray (EPFL) gave a keynote presentation.

Activities at the annual conference were structured with 9 tracks and 54 sessions organized by Patrick Spieth (business models), Valerie Mérindol (digital innovation), Angeles Montoro Sanchez (inter-organizational innovation networks), Erik Hansen (circularity, green techs and sustainability), Liliana Mitkova and Luciana Castro (open innovation), Christina Hoßbach, Ignasi Capdevila, and Anne-Katrin Neyer (creativity management), Christina Theodoraki and Valerie Mérindol (innovation and entrepreneurial ecosystems), Quentin Plantec (science management), and David W Versailles, Marina Schmitz, and Claudia Lehmann (SIG general track).

In addition, we had 3 symposia respectively facilitated by Valerie Mérindol and Giovanni Schiuma (role of art and artists in innovation management), David W. Versailles (action research), Henning Breuer and Kril Ivanov (sustainable innovation management), and a “lab” facilitated by Valerie Mérindol and David W. Versailles on open innovation labs.

In 2023, the SIG organized 2 “in-between events” at Paris School of Business and Parthenope University in Naples to connect with the innovation research community. In association with the different tracks organized for the conference, the SIG also organized special issues in Technovation, Journal of product innovation management, Small business economics (x2), Journal of strategy and management, Revue internationale des PME, European management review (x2). The joint track about ecosystems was also related to the Summer school on entrepreneurial ecosystems.

During the highly attended SIG social event at the Norseman – Temple Bar in Dublin where 150 scholars from the innovation community gathered for small talk and the discussion of future projects, the SIG recognized the contribution by Christoph RATAY on “The power of networks: A field data analysis of geographic network effects in the circular economy” for the SIG 2023 Best Paper Award, and the contribution by Derrick BOAKYE, Afua OWUSU-KWARTENG, David SARPONG, and Dirk MEISSNER about “Exploring the experiences of women researchers in academic engagement: A Bourdieusian perspective” for the SIG 2023 Most Inspirational Paper Award.

Many thanks to the track chairs for identifying the candidate papers for each award, and to Vivek Velamuri (INNO SIG Chair, 2020-2022) for reviewing the articles from the short list.



## 7. INTERNATIONAL MANAGEMENT



**Piyush Sharma,**  
Curtin University

The SIG International Management 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 2023 in Dublin was again our main vehicle to exchange across a heterogeneous community and attracted just over 100 paper and symposia submissions to key areas of interest such as "Expatriate Management", "International Competitiveness" and "Management and Cultures". The SIG also hosted 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 Dublin also saw Piyush Sharma succeed Markus Kittler as a chair of the SIG IM. 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).



## 8. ORGANISATIONAL BEHAVIOUR & HUMAN RESOURCES MANAGEMENT



**Alessia Sammarra,**  
University of L'Aquila

Organisational Behaviour & HRM (OB & HRM) SIG is a global, diverse and open community of academics and practitioners promoting knowledge creation and debate on questions related to all aspects of individual and group behaviour in organisations, leadership, human resource management and new ways of working.

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 OB & HRM SIG portfolio includes four standing tracks: Organisational Behaviour general, HRM, Leadership, and Team Performance Management. Moreover, the OB & HRM SIG welcomes new topics of interest and symposia to be proposed every year.

The SIG members gather annually at the kick-off and wrap-up sessions during the EURAM conference to discuss the strategy and activities of the SIG. We also present the Best Paper Awards and the Best Reviewer Award. Papers presented to the OB SIG have two conference related publication outlets: Team Performance Management and Evidence-based Human Resource Management.

At the 2023 Conference, beyond the four standing tracks, the SIG's programme featured four topics and four symposia, resulting in a total of 69 paper presentation sessions.

Our kick-off session was marked by a celebration of the winners of the SIG's Best Paper Award (four categories) and Best Reviewer Award. Our sincere gratitude goes out to Nicola Capolupo and Michael Collins, ex-aequo winners of the Best Reviewer Award, for their exceptional dedication in the blind review process. We wish to congratulate the winners of the Best Paper Awards as well:

- > **Julia Backmann, Matthias Weiss, Julia Wimmer, Mark Mortensen and Martin Högl** "Emergent leadership and team performance in short-term, virtual teams: a configurational approach"
- > **Michał Tomczak, Katarzyna Stankiewicz, Łukasz Sienkiewicz and Przemysław Banasik** "The conceptual framework of the neurodiversity organizational maturity model (NOMM) to support the employability of neurodivergent individuals"
- > **Lena Rudolf** "Integrating shared and vertical leadership as drivers of ambidexterity and firm performance"
- > **Vidyut Lata Dhir, Sumita Datta, Snehal Shah** "Balancing high tech & high touch: an experiential e-learning model for developing relational competencies"

The highlights of the SIG's programme included Prof. Stewart Clegg's Keynote Speech entitled «Managing the final frontier». Furthermore, we organised a Meet-the-Editors session tailored to the OB & HRM community, which was well-attended. Prof. David Collings chaired an interactive session with Prof. Thomas Garavan (Human Resource Development Review), Prof. Brian Harney (Human Resource Management), Prof. Mila Lazarova (Journal of World Business) and Prof. Brandon Randolph-Seng (Management Decision).

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





## 9. PROJECT ORGANISING



**Per Svejvig,**  
Aarhus University

We aim to build an open global and diverse community of researchers from all sectors and disciplines. In 2023, our SIG featured 85 papers from four tracks: the General track, the standing track “Multi-level Perspectives on Major and Megaprojects” and “Sustainability ‘by’ and ‘of’ the Project, Stakeholders, and the Dark Side”; and one topic track “Projects for digital outcomes, digital project management, and agile approaches”. Our SIG also featured the symposium “A good life in and through projects”.

The highlights of our program included an interactive session with the editors of the International Journal of Managing Projects in Business, International Journal of Project Management, Journal of Operations Management, Project Leadership & Society, and Project Management Journal.

The traditional award ceremony was arranged during our SIG plenary, featuring the PMI paper prizes for the best paper and student paper, Emerald Publishing’s award for the best paper of the special topic track on Mega and Major Projects, and the APM best reviewer award. Associate Professor Luca Sabini (University of Leeds) joined the SIG Board as a new member and Professor Tuomas Ahola (Tampere University) left the board after having been serving the EURAM Project Organising community for several years.

The Project Organising SIG featured a lively social program in Dublin amongst others with local foods and Guinness. Many of us brought back lovely memories from Café en Seine and Trinity Bar where networking, eating, and a bit of drinking took place. We are very much looking forward to seeing you soon in Bath, UK!





## 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 digitalization.

For the 2023 Conference in Dublin, the SIG has been structured along three standing tracks on: PNPM General Track; Healthcare Management Research; Accounting, Accountability and Sustainability in Public and Nonprofit, and one track on Management and Digitalization of public and cultural institutions.

Overall, 24 sessions were delivered, and 69 papers were presented.

Furthermore, two symposia have been organized for the SIG community. The first was about "Mitigating Health Professional Shortage from a Management and Organizational Perspective – Transforming working conditions for Good", while the second engaged with the topic of "Social Enterprises and the "4th Space": How can the "hybrid business community" of social enterprises be used to foster democracy".

Also, SIG PNPM SIG hosted a plenary on "THE FUTURE OF RESEARCH IN PUBLIC MANAGEMENT: THE EDITORS' PERSPECTIVE" where the editors-in-chief of three public management journal introduced the Journal's future directions. Namely, the Journal of Public Budgeting, Accounting and Financial Management (Prof. Giuseppe Grossi - Nord University, Kristianstad University, and Kozminski University), the International Journal of Public Sector Management (Sandra Van Thiel - Erasmus University), and Public Administration Review (Jeremy Hall - University of Central Florida).

A Best Paper award has been sponsored by the International Journal of Public Sector Management.



## 11. RESEARCH METHODS & RESEARCH PRACTICE



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



**Marek Szarucki,**  
Krakow University  
of Economics

The SIG Research Methods and Research Practice stimulates scholarly dialogue around all the aspects of academic research. Our aim is to make this dialogue respectful, engaging, deep, innovative, and popular in the community of scholars interested in the philosophical and methodological issues of academic research. These issues range from philosophical positions or paradigms to various research designs and strategies, including specific methods for data collection, analysis and synthesis. Overall, these issues regard research execution, theorizing and problematizing, development of scholarly knowledge, dissemination of findings and impact.

Drawing understanding from all the functional areas of business and management disciplines and informed by neighboring 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 2023, we were all extremely happy to continue seeing each other in person: there is something important that we miss if we are only online. This year we consolidated all the submissions into the “General track”, which thus encompassed the full span of research methods and practice, and the track entitled “Historical, Evolutionary, and Philosophical Approaches to Business and Management Research”. Thanks to the variety of the papers presented, the full span of research methods and practice received attention, including (but not limited to) ethnography, bibliometrics, and qualitative as well as quantitative methods. Relatedly, attention was also given to reflexivity, measurement, methods to analyze literature, problems of multilingual research, and issues of validation. In addition, largescale evolutionary approaches and agent-based modelling were explored.

All of the SIG’s sessions, including symposia, were well attended and the papers were of an extremely high quality. Drawing on an EURAM grant awarded in 2022, the SIG’s plenary session on impact was another standout occasion, greatly enjoyed by a large number of junior and senior attendees. In particular, the grant regards a cross-country research project about the current understanding of impact among management academics in Europe; it involves many SIG 12 members from six countries (i.e., France, Denmark, Germany, Italy, Poland, and UK). Relatedly, a social event was also organized during the conference and was very well received.



## 12. STRATEGIC MANAGEMENT



**Isabel Estrada,**  
University of Groningen



**Daniel Alonso Martínez,**  
University of León

The SIG Strategic Management 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).

For the conference, we received more than 190 paper submissions, spread over 12 tracks. This means 36 papers more than the previous year, which is relevant considering that the 2022 conference was already on site. Overall, we are currently at around 200 submissions, a figure similar to that recorded in the latest pre-pandemic years. The SIG kick-off session is very professional and attractive, with the presence of renowned scholars in the field as guest speakers. We also try to align the theme of the kick-off with the conference theme, to enhance relevance. Moreover, symposia in a variety of topics of great relevance with academic and practitioner participants enriched the program.

We started the conference with a kickoff panel. Prof. dr. Joan Enric Ricart (IESE Business School, Spain), Prof. dr. William Ocasio (University of Illinois, USA) and Prof. Dr Dovev Lavie (Bocconi University, Italy) offered an interesting discussion in the session “Three perspectives on Strategic Management for Good”. On the second evening of the conference, we organized “a Happy Hours” for our social event. SIG members enjoyed finger food and drinks at NoName Bar - Dublin. 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 relevant information with all members and held our SIG award ceremony.

Importantly, in the wrap-up session we voted for approval of the new SIG team, and we presented the call for expressions of interest for new SIG officers. Moreover, we also encouraged our members to participate in the EURAM projects and initiatives, to propose events and to strengthen their connections with journals and track chairs. SIG members also had the opportunity to share their experiences at the conference and to provide their ideas for the future of our SIG.





## 4. REPORT ON EARLY CAREER CONSORTIUM



**Joanna Szulc,**  
Vice President Early Career  
Consortium

The 14th EURAM Early Career Colloquium was held at Gdańsk University of Technology in Poland from March 13 to 15, 2023. The organizing team, led by Dr. Elżbieta Karwowska at the Faculty of Management and Economics of the hosting university, did a wonderful job putting together the event. The colloquium brought together 13 early career scholars and the same number of mentors and keynote speakers.

The opening speech for the event was delivered by EURAM's president, Prof. Alessandro Zattoni. To break the ice and allow participants to get to know each other better, Prof. Güldenbergl (former EURAM Vice President) engaged all participants in speed networking activities.

An interactive keynote session combined with participants' discussion about "Talking the talk or walking the walk: What does being a socially responsible academic really mean?" then took place, with insights presented by Professors Ewa Lechman, Alessandro Zattoni, Peter McKiernan, Thomas Durand, and Pierre Dussauge. Each junior faculty participant then presented their papers during a roundtable and received detailed feedback from the other participants as well as mentors. We finished the day at a social event, trying traditional Polish dishes that we cooked ourselves. This fun activity was accompanied by interesting discussions initiated during the more formal sessions, creating an

opportunity to build not only professional but also personal ties.

The following day started with personalized and insightful coaching sessions where each ECR had a dedicated one-to-one session with their mentor to discuss the most effective strategies to navigate the tenure process. This was followed up with a series of workshops on conducting impactful research. Overall, the event was a most pleasant experience for all involved. We are confident that the junior faculty who participated found it to be very valuable, helping them think differently about their research and the development of their academic career. We believe that the connections and networks built at the EECC will help push European research in management further and, more generally, strengthen the EURAM community in the years to come.

I would like to take this opportunity to thank Professor Pierre Dussauge, HEC, for his continued support and for building a very strong community of European early career scholars. The 14th edition of EECC was the last edition organized by Prof. Dussauge in his role as Vice President for the Early Career Colloquium. Throughout the years when he served as VP for EECC, the event helped hundreds of ECRs navigate the complexities of the academic landscape. Pierre, we thank you for this!





## 5. REPORT ON CONFERENCES



**Eythor Ivar Jonsson,**  
Vice President Conferences

The 2023 EURAM conference was held in Dublin, Ireland. The host of the conference was Trinity Business School, Trinity College Dublin. This was the second onsite conference since the covid 19 pandemic. The conference was once again an opportunity for the EURAM community to come together and share research and ideas.

The theme of the EURAM 2023 conference was "Transforming Business for Good". The conference was held from 14th to 16th of June 2023. The structure of the conference was for most parts consistent with previous onsite conferences. Some 1939 delegates from 66 countries attended the conference. It was an 40 % increase from the previous conference in Winterthur, Switzerland.

On the 13th of June, the day before the official opening of the conference, there was a special online paper session. This was a pilot project, providing an opportunity for those who could not attend the conference, because of special circumstances, to present their papers online. The online paper session became a mini conference chaired by Eythor Ivar Jonsson, VP of conference. Approximately 50 papers were presented. The mini conference had a special opening event and a wrap-up session and 18 paper sessions. Every paper session was supported by minimum two senior researchers from the relevant SIGs. The event was successful and an inspiration for further development of online paper sessions for future conferences.

EURAM 2023 conference at Trinity College in Dublin, Ireland, was a testament to the importance of collaboration of management scholars. The weather was sunny and beautiful, and the Dublin town was full of entertainment and cultural experiences. The EURAM party was held at top floor of the Guinness Storehouse, with an amazing view over the city. It was an extraordinary opportunity for a celebration.



## 6. REPORT ON THE DOCTORAL ACCELERATOR



**Mine Karataş-Özkan,**  
Vice President Talent  
Development

The year 2023 has been wonderful for us. Our annual EURAM Doctoral Colloquium (DC) was run with great success as part of our EURAM Doctoral Accelerator, which focuses on the academic, pastoral and career development of our doctoral students and their transitioning out of PhD through a pathway approach.

Our EURAM Doctoral Accelerator invests in our doctoral students through mentor-driven support and getting into details of the doctoral research, so they find a huge amount of connectivity in our EURAM community and become dedicated members of the community. The number of our doctoral students remaining connected with us has grown significantly over the years. 73% of our 78 participants who attended EURAM DC in 2023 stayed on for our main conference in Dublin and joined the SIGs, creating new activities and leading some of the services for our community in due course (This rate of our doctoral students joining our main conference following the DC has evolved from the following: 61% in 2020 and 55% in 2021).

Our 78 registered DC participants joined us from across 25 countries including Italy, France, United Kingdom, and Germany being top four countries, followed by Switzerland, Belgium, Ireland, Netherlands, Spain, Sweden, Australia, Brazil, China, Costa Rica, Egypt, Finland, Greece, Lichtenstein, Poland, Portugal, Serbia, Slovenia, South Africa, Taiwan and the United States); representing almost all of our SIGs -top four being Innovation, Organisational Behaviour and Human Resource Management, Business for Society and Entrepreneurship). We had 36 mentors as experts and dedicated colleagues for doctoral education and supervision in their subject domains from within our EURAM community and beyond, joining us from 14 countries.

The Doctoral Colloquium was chaired by Mine Karatas-Ozkan, Joanna Szulc, Vadim Grinevich and Paul Ryan (Local Chair, Trinity College Dublin, Ireland). We had a fantastic collaboration with Paul, Andrew Burke (Conference Chair) and other TCD colleagues, who were very collegiate, resourceful, and collaborative. The highlights of the DC 2023 include a keynote panel, meet the editor's session, methodology workshops, mentoring sessions and reflection on accelerator activities for a way forward session combined with social events of team building and celebrating successes. The keynote panel focused on the theme of making an impact through collaborative projects engaging with industry and policy addressed by Silke Machold (EURAM Fellow; Leeds Beckett University, United Kingdom), Ashish Kumar Jha and Laurent Muzellec (Trinity College Dublin, Ireland). Meet the Editors session of our DC is always highly popular. In 2023 we have expanded this session thanks to contributions of more colleagues from our EURAM community having editorial roles and representing several journals. Michael Morley representing the EURAM's journal, European

Management Review, and other colleagues including Andrea Caputo (Strategic Change; Journal of Enterprising Communities), Ulf Anderson (Journal of World Business), David Collings (Academy of Management Perspectives), Tine Koehler (Organisational Research Methods), and Johan Kask (Journal of Small Business and Enterprise Development).

Our research methods workshops were fully attended with great interest: Quantitative Research (by Fabian Homberg) and Qualitative Research (by Tine Koehler). Mentoring is one of the distinctive aspects of our doctoral talent development activities. We have received excellent feedback from our participant students about their mentors and how useful and supportive the sessions were. The EURAM Doctoral Accelerator reflections session was led by our colleague Joanne Szulc, supported by Mine Karatas-Ozkan, Frederike Scholz and Vadim Grinevich. We had an interactive reflective session with our participants eliciting their responses to our questions and their views about potential ways forward for future activities they would like to see in our accelerator. The social events of our DC were crowned by a joyful game of Scavenger Hunt-Dublin for team building preceding the mentoring team sessions, results announced at an evening wine and canapes reception, and the closing ceremony of our DC 2023 celebrating our students' successes in our best paper and responsible and relevant research categories of awards.

## DOCTORAL COLLOQUIUM AWARDS

### RELEVANT AND RESPONSIBLE RESEARCH AWARD

**Claudia Díaz Leyva**, University of Rovira i Virgili, Spain

**Title:** Diversity management from a socially sustainable perspective. **SIG:** Gender Race and Diversity in Organizations

### 1ST PRIZE FOR THE BEST PAPER AWARD

**Timothée Gomot**, Université Paris-Est Créteil (UPEC), France

**Title:** Promoting technology entrepreneurship to foster regional development: The case of a French public innovation policy. **SIG:** Entrepreneurship

### 2ND PRIZE FOR THE BEST PAPER AWARD

**Catherine Cawley**, Trinity Business School, Trinity College Dublin, Ireland

**Title:** Are Business Schools Ready for Artificial Intelligence? **SIG:** Strategic Management

### 3RD PRIZE FOR THE BEST PAPER AWARD

**Angela Nativio**, Ca' Foscari University of Venice, Italy

**Title:** The evolution of Italian saving banks as financial infrastructures of civil society - Towards an archaeology of social impact. **SIG:** Public and Non-Profit Management



## 7. REPORT ON RESEARCH AND THE EUROPEAN MANAGEMENT REVIEW



**Hervé Dumez,**  
Vice President Research

The Scientific Council has been solicited during 2023 for all the awards. Some are conference related such as the Best Paper, Most Inspirational and Best Reviewer, while others acknowledge researchers for their innovating ideas, for the books they write or the projects they would like to carry out by giving them a EURAM grant. Congratulations to all the awardees for their individual or team achievements!

### EURAM Edith Penrose Award

sponsored by INSEAD



- > **Barbara Czarniawska,**  
University of Gothenburg

### Best Conference Paper 2023

**The Spark that Ignites the Whole:**  
A Case-study on Aggregation Processes of Individual Ambidexterity within Entrepreneurial Teams in the Creative Industries

- > **Florian Koch & Elmar Konrad,** University of Applied Sciences Mainz;
- > **Alexander Kock,** TU Darmstadt  
SIG Entrepreneurship

### Most Inspirational Paper 2023

**How Effective is Implementation of Gender-based Equality and Diversity Practices in Project-based Organizations?**

- > **Marzena Baker,** The University of Sydney



### Conference 2023 Reviewer

- > **Michael Collins,** The University of Queensland Business School, Germany

### Best Book 2023

**Reimagining Sustainable Organization (2022),**  
Palgrave Macmillan

- > **Birgit Helene Jevnaker,**
- > **Johan Olaisen**

<https://link.springer.com/book/10.1007/978-3-030-96210-4>

### Runner Up

**Gamification for Innovators and Entrepreneurs (2022),**  
de Gruyter

- > **Henning Breuer,**
- > **John Bessant,**
- > **Sune Gudikson**





## EURAM Research Grant Awardees

"Fake it till you make it": exaggerated entrepreneurial claims and financial resource acquisition

- **Ciro Donald Esposito**, University of Amsterdam, Faculty of Economics and Business

In Pursuit of Big Science: How Collaboration in Creating Scientific Instruments Shapes Science

- **Ekky Tammarar Alfian**, Technical University of Denmark

Female Leadership and ESG initiatives as Drivers of Firm Performance in EU Countries

- **Paolo Saona & Laura Muro**, Saint Louis University

Stigma as a Driver of Support: The Success of Polarizing Crowdfunding Campaigns

- **Ludovica Castiglia**, IESE Business School

Peer Coaching Groups: Antecedents and Outcomes

- **Roman Terekhin**, Case Western Reserve University

Enhancing Sustainability Investments in Supply Chain Negotiations

- **Ece Tuncel**, Webster University

Crisis and Microbusiness Survival: Lessons Learned from COVID-19

- **Tribikram Budhathok & Muhibul Haq**, University of Huddersfield

## Runner Up

Cross-Cultural Comparison of a Sustainable Approach to Innovation Management

- **Marion Neukam & Sophie Bollinger**, Université de Strasbourg



## EUROPEAN MANAGEMENT REVIEW



**Anna Grandori,**  
Editor in Chief



**Michael Morley,**  
Editor in Chief

**Submissions** continued to increase - 514 in 2023, 449 in 2022, up from 421 in 2021. The geographical areas expanded with a raise in submissions from China, India, and the UK. The dominant type of submission is the Research Article. However, we have started new initiatives to reinforce other types of submissions, such as Research Dialogues and Viewpoints, Theoretical and Perspective Articles which attracted highly renowned authors, and not always submitting on invitation. In addition, a new genre of 'Conceptual Development and Review' Issue (one per year) has been instituted starting with the final issue of the 20<sup>th</sup> EMR Anniversary in order to raise the journal conceptual relevance in the international debate and its likelihood of being cited.

The Editorial team continued to expand, in order to better cover areas in which we receive submissions/wish to expand, and to keep workload manageable. The new Editors who joined in 2023 are: Edoardo Della Torre, Università degli Studi di Milano, Martin Hiebl, University of Siegen, Patrick Kenis, Tilburg University, Jacob Lyngsie, University of Southern Denmark and Justin Paul, University of Puerto Rico.

The number of **reviews** completed and submitted was 563 in 2022 and have been 607 in 2023.

The **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 with the following results: 15.3% acceptance rate, 66.9% reject rate without review.

The space given to Special Issues, while good content wise, has somewhat dilated the processing time.

The **readership** of European Management Review also continues to expand significantly. The year 2023 saw 217.05K **downloads** from 173,720 in 2022. The rise in downloads is particularly strong in the UK, the US, China, Germany, Netherlands, and Australia.

The citation trend also continues on a strong trajectory with a significant increase in recent years (Impact Factor from 1.533 (2018) to 3.000 (2021/22), to **3.7 in 2023**).

An EMR LinkedIn website, edited by the new Associate Editor for Communication Sonja Sperber, has been opened at <https://www.linkedin.com/company/european-management-review/>

## European Management Review

### BEST PAPER 2022

**Private corruption: An integrated organizational model**

- > **Roberta Troisi**, University of Salerno,
- > **Primiano Di Nauta**, University of Foggia,
- > **Paolo Piciocchi**, University of Salerno

European Management Review, 19(3), 476-486.

## European Management Review

### BEST REVIEWERS 2022

- > **Olivier Butzbach**, Università degli Studi della Campania "Luigi Vanvitelli
- > **Robert Nason**, McGill University
- > **David W Williams**, University of Tennessee at Knoxville

## 8. REPORT ON FUNDING INITIATIVES



**Panos Desyllas,**  
Vice President Funding

This year, we conducted discussions with European research funding councils to understand potential bottlenecks to funding management research. We also coordinated our actions with other leading European management associations. These discussions led to the following actions.

First, after consultation with funding bodies and grant applicants, we initiated a webinar series revolving around issues that can contribute to the rigour and quality of funding applications. The first webinar was given by Professor Marco Giarratana and sought to explain how researchers can address the problem of endogeneity in quantitative research. This is one of the most common problems that prevent management researchers from specifying models accurately and making causal claims. Professor Marco Giarratana drew on his experience to discuss how appropriate research design and statistical techniques can help address endogeneity concerns. The webinar attracted 259 online registrations, and its recording, available from EURAM's YouTube channel, has received 150 views.

The second seminar was given by Adriana Cristoiu and was designed to help management scholars apply for Starting Grants by the European Research Council (ERC). The ERC, set up by the European Union in 2007, is the premier European funding organisation for excellent frontier research. It funds creative researchers of any nationality and age to run projects based across Europe. In this webinar, Adriana Cristoiu presented information about Starting Grants, which are designed to support Principal Investigators who are starting their independent research team or programme (typically 2-7 years of experience after a PhD). The webinar attracted 244 registrations, and its recording has received 80 views.

Second, we established new EURAM grants to encourage and support ERC applications from EURAM members. The first EURAM grant offers 5k Euros to applications to the ERC that have been evaluated in Step 1 and awarded a score of "A" but did not get funded; or a score "B" in Step 1 and are EURAM members. The second grant is available to new ERC grant holders to encourage them to mentor and support new ERC applicants. Another outcome of this initiative is having achieved a stronger engagement of EURAM members in ERC's research evaluation processes.

Third, with a network of 20 EURAM members/collaborators from academia and practice from across 10 countries, we revised and resubmitted an application to the European Cooperation in Science and Technology (COST) Actions on "Big data and machine learning in management research". The action aims to explore how big data and machine learning can shape strategic decision-making, transform human resource management, and equip management scholars with a method toolkit through the organisation of workshops. The outcome of the application is anticipated in May 2024.



## 9. REPORT ON PRACTICE



**David Versailles,**  
Vice President Practice

EURAM is committed to developing and providing state-of-the-art management knowledge to key decision makers. Activities develop via three main channels expanded by Stefan Güldenbergh during his two terms of service as VP in charge of the Dialogue with practitioners.

At the end of the 2023 conference, David W. Versailles took over from Stefan Güldenbergh to pursue and expand these activities. David was previously the Innovation SIG chair; he has been involved in EURAM activities since the Reykjavik annual conference.

### EURAM ANNUAL CONFERENCE

It has been possible to purchase special practitioner tickets since 2020 and special practitioner group tickets since 2022, thus offering access to the annual conference and the opportunity to engage in valuable exchange with academics. This provides the opportunity to initiate the organization of corporate research workshops, to meet researchers, and to prepare for action research projects. Different options are offered in coordination with the SIGs, such as the “academic buddy program” or the “practitioner in residence” program. Within the next years, this should develop into a separate EURAM membership category for practitioners, and a strong and scientifically engaged community of practitioners within EURAM.

### EURAM LABS

On the day before the opening of the EURAM annual conference, labs offer the opportunity for interactions between practitioners and academics on selected topics and grand challenges. This activity is coordinated with the local organizer, and we would like to thank Jongwook Pak for his valuable contribution to Dublin annual conference. At the EURAM 2023 conference, 6 labs were in the program:

- “Towards lean service 5.0 conceptualization”,
- “Discovering the 4th space: identifying research topics on the hybrid society and hybrid communities”,
- “Revitalizing classes when teaching with case studies in person and online”,
- “Open labs and innovation management: the dynamics of communities and ecosystems”,
- “Research on circular economy in business”, and “Decoloniality: transforming research method for good”.

### EURAM SPARKS

EURAM has continued its efforts to establish the EURAM Sparks initiative on an open-access platform available as a specific menu entry from the EURAM website. The rationale behind SPARKS is to make cutting-edge research published by EURAM members in academic journals, academic books, and academic conferences, available to practitioners with adapted presentations. An Editorial Board reviews potential contributions and ensures that they have both practical relevance and scientific accuracy. In 2022, a cooperation between EURAM Sparks and European Management Review was established to offer EMR authors the opportunity to publish their work via both channels.

For the coming years, additional efforts will be devoted to the organization of “in-between events” with practitioners, that will propose new arenas for interactions between academics and practitioners on specific topics. This will take the form of face-to-face workshops, webinars, and company visits.



## 10. REPORT ON SUSTAINABILITY, DIVERSITY & INCLUSION



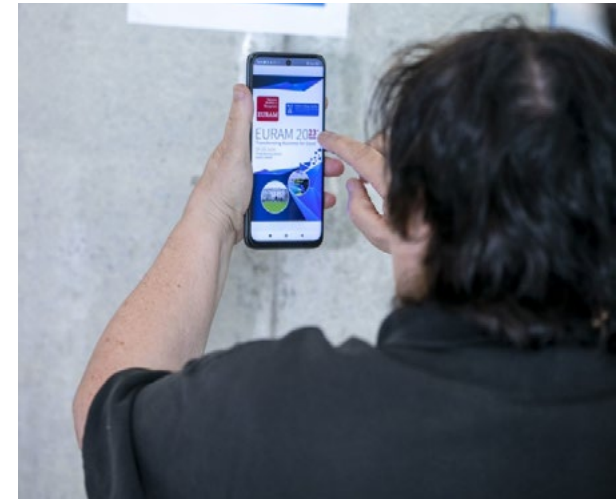
**Isabel Diez-Vial,**  
Vice President Sustainability,  
Diversity & Inclusion

In 2023, a new vice-presidency focusing on sustainability, diversity, and inclusion was established. This new VP underlies the value EURAM places on encouraging respect for different perspectives, and in creating the conditions for the full development of all scholars contributing to the creation of scientific knowledge. We want to reduce barriers to open and effective engagement at EURAM, be them traditional categories such as gender, ethnicity, age, parental status, socioeconomic status, national origin or language.

The primary goal of this vice-presidency is to promote these values within the community of business and management scholars. To achieve this, specific procedures, guidelines and projects are being developed to ensure that EURAM activities are supportive of these core values. The aim is to provide a framework that reflects and caters to the diverse needs of the community, offering recommendations to facilitate more diverse representation at all levels, including the board, SIG representatives, committees, programs, and conferences.

Throughout the first year, efforts have been made to understand and listen to various members of the community, including SIG leaders, national representatives, and board members, in order to identify the priorities that should guide the community. Additionally, meetings have been held with representatives of other learned societies, such as the Strategic Management Society, the British Academy of Management, and EGOS.

One of the first notable developments of this sustainability, diversity, and inclusion drive is the new EURAM Doctoral Colloquium Scholarship. We will offer three scholarships to PhD students accepted for the 2024 Doctoral Colloquium. The proposal is oriented toward those researchers that lack personal means to attend. The composition of the scholarship includes the Doctoral Colloquium fee, three-year membership fees, and the conference fee. The proposal aims to support PhD students from various backgrounds and prioritize those from mid- or lower-income countries or those affected by recent disasters or in war zones. We have also drafted a Code of Conduct for EURAM conference attendants, aiming to promote a positive and inclusive environment that promotes learning, discovery, collaboration, and professional growth for all participants.



# 11. REPORT ON GOVERNANCE & FINANCE



**Francesca Cuomo,**  
Vice President Governance  
& Finance

## GOVERNANCE

In 2023, we continued to strengthen the governance of the association by amending the statutes and approving bylaws. We held one General Assembly online and one General Assembly in-person in Dublin to approve them. The main amendments include changes needed to comply with the new Belgian legislation concerning all not-for-profit associations and other changes aimed to improve the governance of the association. Additional changes to the bylaws were recently approved by the EURAM Board. Overall, the officers' terms and all processes for elections are now consistent and aimed at favouring inclusion and consistency in the elections. Moreover, as EURAM is a voluntary-based organization, all officers are required to be EURAM members in good-standing during their term. The revised statutes and by laws are available on the EURAM website.

## FINANCE

In 2023, the Academy's total income increased by 47.15%.

PROFIT AND LOSS ACCOUNTS	2023	2022
TOTAL INCOME	541 752,31	368 168,91

Overall, the Annual Conference and other sources of revenue allowed us to generate more revenues and profit than in previous years.

PROFIT FOR THE YEAR	2023	2022
TOTAL INCOME	97 872,51	21 457,92

Moreover, the Academy continues to have a sound financial position and to secure funds allowing for going forward without concern as confirmed by the Auditor's report.

TOTAL FINANCIAL POSITION OF EURAM	2023	2022
TOTAL ASSETS	1 104 778,43	973 429,91
TOTAL LIABILITIES	1 104 778,43	973 429,91

Total Cash in banks, PayPal and Financial deposits are above 1 million Euro.

CASH IN BANKS AND PAYPAL	2023	2022
FINANCIAL DEPOSITS	475 395,83	979 775,75
TOTAL CASH IN BANKS, PAYPAL & FINANCIAL DEPOSITS	1 075 395,83	979 775,75

For next year, the Academy is still looking for cost effectiveness and for new investments.



## 12. EURAM CONSTITUENCIES

### BOARD



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Tilburg University



President  
**Professor Alessandro Zattoni**  
LUISS University



Vice Governance & Finance  
**Professor Francesca Cuomo**  
Norwich University



Chair CRC  
**Professor Dieter Bögenhold**  
University of Klagenfurt



Chair CRC  
**Professor Lucrezia Songini**  
Eastern Piedmont Uni.  
& SDA Bocconi School of Management



Chair SC  
**Professor Anabel Fernandez-Mesa**  
University of Valencia



Chair SC  
**Professor Hamid Kazeroony**  
NWU/Walden University



Dean of Fellows College  
**Professor Peter McKiernan**  
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Ex Officio - Executive Officer  
**Luisa Jaffé**  
EURAM

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LUISS University



Vice-Presidents  
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Norwich Business School,  
University of East Anglia



**Panos Desyllas**  
University of Bath



**Isabel Diez-Vial**  
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**Hervé Dumez**  
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**Eythor Ivar Jonsson**  
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Capitole University



**Joanna Szulc**  
Gdańsk University of Technology



**David W. Versailles**  
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School of Business



**Stephen Brammer**  
University of Bath



**Anna Grandori**  
Bocconi University



EMR Editors  
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University of Limerick



Executive Officer  
**Luisa Jaffé**  
EURAM

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École Polytechnique



**Thomas Durand**  
Le Cnam Paris



**Pierre Dussauge**  
HEC Paris



**Anna Grandori**  
Bocconi University



**Armand Hatchuel**  
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Graduate School of Management



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Graduate School of Management



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School of Business



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**Filippo Giordano**  
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**Gianpaolo Abatecola**  
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ESE Business School / University of Navarra



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**Wafa Khlif**  
Toulouse Business School

## HQ TEAM



**Luisa Jaffé**



**Nicola Pellegrino**



**Eleonora Piacenza**





# 13. 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
- > Community Connect

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.

	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 & EMERITUS**	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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