



ANNUAL
REPORT
2024





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REPORT
2024

European
Academy of
Management

EURAM

TABLE OF CONTENTS

REPORTS FROM THE BOARD	3
A. Report From the Chair Of The Board	3
B. Report From the President.....	4
C. Report on Governance And Finance	6
D. Report From the Fellows College.....	7
E. Report From the Country Representative Council.....	9
F. Report From the Strategic Interest Groups Committee.....	10
REPORTS FROM THE EXCOM	11
A. Report on Conferences	11
B. Report on Early Career Consortium.....	12
C. Report on the Doctoral Accelerator	14
D. Report on Research And European Management Review	15
European Management Review	18
E. Report on Funding Initiatives	19
F. Report on Practice.....	20
G. Report on Sustainability, Diversity & Inclusion.....	21

REPORT ON STRATEGIC INTEREST GROUPS.....	22
SIG 1. Business for Society.....	23
SIG 2. Corporate Governance.....	24
SIG 3. Entrepreneurship	25
SIG 4. Family Business Research.....	26
SIG 5. Gender, Race, and Diversity in Organisations.....	27
SIG 6. Innovation	28
SIG 7. International Management	30
SIG 9. Organisational Behaviour & Human Resources Management.....	31
SIG 10. Project Organising.....	32
SIG 11. Public and Non-Profit Management.....	33
SIG 12. Research Methods & Research Practice.....	34
SIG 13. Strategic Management.....	35
EURAM CONSTITUENCIES.....	36
MEMBERSHIP TYPES & BENEFITS.....	42

REPORTS FROM THE BOARD

A. REPORT FROM THE CHAIR OF THE BOARD



Thomas Durand,
EURAM Chairperson

YOUR ACADEMY IS DOING WELL.

In 2024, membership kept growing to a new record high of 2433, of which about 22% come from beyond Europe. Among the 71 countries composing EURAM's membership, Italy has the largest number of members, followed by Germany, the UK, and France, etc.

Our finances have fully recovered from the Covid crisis, with enough reserves to face potentially troubled times ahead, while supporting awards and grants, and services to our members and our community at large. The accounts are audited and certified by an external professional auditor, then presented and approved at the General Assembly in June every year.

The quality of the production of the members is steadily increasing. The quality of our journal (European Management Review - EMR) is improving – meaning that the quality of the manuscripts submitted goes up as the hard work of the editorial team led by Anna Grandori and Michael Morley is paying off.

Over time, our processes are gaining both fluidity and solidity. This applies for the annual conference, the Doctoral colloquium (DC), the EURAM Early Career Colloquium (EECC), the awards and grants schemes, European

Management review (EMR) - our journal and the activities of the 13 strategic interest groups (SIGs) - the heart of EURAM. Our team at the headquarters (HQ in Brussels) is doing their best to serve the constituencies and help the membership.

Our governance is fully in place with SIG representatives, Country representatives (in countries with at least 10 members), an Executive committee gathering 9 VPs around a president (Alessandro Zattoni), elected by the membership, that runs the operations with HQ support, a board of 9 members coming from the constituencies, around a chairperson (overseeing the activities and helping shape a strategic direction for the academy), the college of Fellows (28 Fellows around Peter McKiernan, the Dean of the college, all bringing their experience and seniority to help without interfering in daily operations), the Ethics committee, a Scientific council gathering 25 colleagues around Hervé Dumez.

In 2024, the board met 4 times, including at the conference in Bath.

In 2024, Niels Noorderhaven's mandate as chair of the board ended. The election for a new chair took place. As a result, I started my mandate after the conference. Let me congratulate Niels for all the work he put in our academy in a positive spirit of collegial and peaceful collaboration, listening to all and carefully overseeing the way forward. Thank you, Niels!

As part of the annual conference, EURAM has a tradition of inviting leaders of other learned societies in fields close to management and/or from a variety of regions around the world. We meet to share our experiences and discuss matters of common interest. In 2024, at the Bath conference, we discussed the issue of organizing a yearly conference in

our field. We had representatives from 8 learned societies.

All in all, your academy is doing well. Yet, management research and education are undergoing continuous transformation, that we need to be aware of and contribute to shape or at least influence whenever possible. Many issues can be identified. I will just mention two here:

- > the geopolitical transformation of the world with tensions among emerging blocks puts pressure on management education and research as our activities run the risk of being instrumentalized.
- > the intense competition that prevails in our activities (e.g. among business schools, among researchers, among publication outlets) at times leads to games or priorities that take us away from scholarly work (rankings, citation counts instead of assessing qualitative impacts of academic contributions, incentives that give priority to research away from education, a widening divide between management research and the world of practice, hypertrophy of some forms of research methods when quality work is needed from a variety of methodologies).

In short, seen from 2024, EURAM does well despite a challenging context.

I strongly believe that EURAM should stand by all those who wish to contribute to a community of engaged, reflexive, dedicated management scholars gathering in a friendly and professional atmosphere of openness, inclusivity, curiosity and respect, conducting rigorous and relevant quality research to produce new knowledge with impact, while cherishing their role of educating the next generations of talents to manage and lead organizations.

B. REPORT FROM THE PRESIDENT



Alessandro Zattoni,
President

DEAR EURAM FRIENDS AND COLLEAGUES, 2024 HAS BEEN ANOTHER GREAT AND INTERESTING YEAR FOR EURAM!

The annual conference held in Bath was a great success. First, we reached and consolidated a very high number of attendees, both at the annual conference and at the Doctoral Colloquium. Second, colleagues and staff from Bath Business School did an amazing job in organizing the event (thanks again Steve, Panos and all team members!). Third, SIG and track chairs designed and organized a very interesting program. Finally, presenters, chairs and discussants contributed to a lively and insightful discussion of research papers.

The great success of the last – and probably also of the next – conference is good news, but it also presents some organizational challenges. On the one hand, the growth of our members, of annual conference and doctoral consortium attendees, and of our social media followers underlines the attractiveness of EURAM values and activities. On the other hand, a larger conference size represents a challenge as managing a growing number of submissions or organizing an increasing number of parallel sessions may be difficult due to time and space constraints.

The executive committee and the board are aware that we need to tighten the organizational processes in place and, in some cases, we should also develop new processes to guarantee a high-quality conference experience. All EURAM members and constituents are invited to provide useful suggestions on how to make our conference organization more efficient and effective.

Growth is good also because provides our society with the financial resources to perform adequately its mission. Also in this respect, the board and the executive committee are discussing some proposals to satisfactorily address EURAM members' expectations. In the last year, EURAM has developed several projects to create more value for its members. For example, it has:

- increasingly used social media to share updates and announcements with all members;
- launched a new service – EURAM Community Connect – allowing all members to send updates and share announcements;
- organized a series of webinars on how to develop research competencies;
- improved the efficiency of the conference app;
- favored the possibility to publish practitioners' articles on the Conversation;
- established an Innovation in Management Teaching Award;
- supported young management scholars who passed the first round of ERC starting grants.

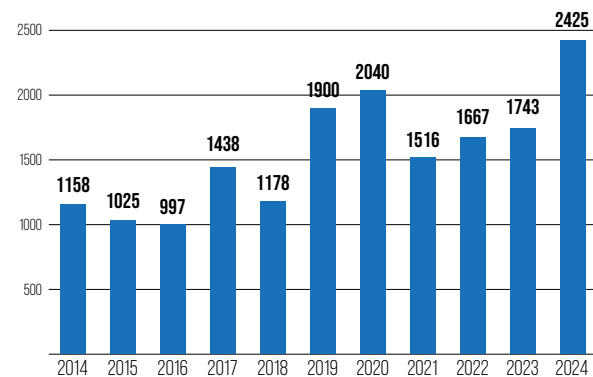
I would like to thank all EURAM members for their continuous commitment and passion to serve the Society. Our society mostly relies on volunteers that serve as Board Members, Executive Committee Members, SIG Officers, track chairs, submitters, reviewers, and contributors in various roles. EURAM could not exist and prosper without the passion and the contribution of both our executives (Luisa and Nicola) and our members. Thank you all for what you did, are doing and will do for EURAM.

Before concluding, I am looking forward to meet you all at the next EURAM annual meeting, that will be held at the University of Florence. It will be a special meeting, as we will celebrate together the EURAM 25th anniversary!

Fondly,
Alessandro



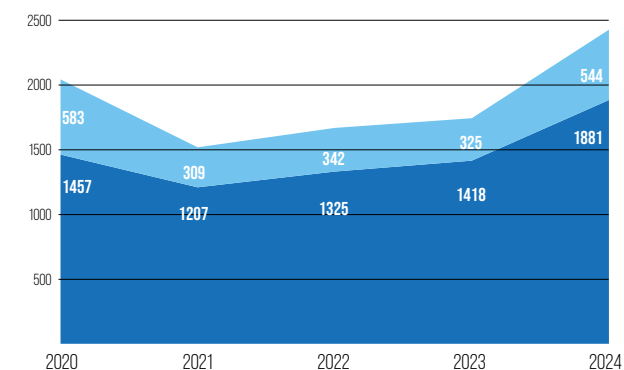
EURAM Membership 2014-2024



Top 10 Countries 2024

ITALY	380	18,8%
GERMANY	272	13,4%
FRANCE	250	12,4%
UNITED KINGDOM	223	11,0%
UNITED STATES OF AMERICA	130	6,4%
SPAIN	124	6,1%
NETHERLANDS	76	3,8%
SWITZERLAND	76	3,8%
AUSTRALIA	71	3,5%
CANADA	66	3,3%
IRELAND	60	3,0%

EURAM Membership 2019-2024



EURAM Membership 2020-2024

YEAR	2020	2021	2022	2023	2024
WORLD	583	309	342	325	544
EUROPE	1457	1207	1325	1418	1881
TOTAL	2040	1516	1667	1743	2425

Presence in Social Media 2019 / 2024

	2019	2020	2021	2022	2023	2024
f	2,960	3,255	3,421	3,548	3,725	3772
in	1,050	1,371	1,842	3,019	5,970	8402
🐦	1,010	1,655	2,021	2,285	2,551	2682
THREADS (OPENED IN JULY 2024)						123
INSTAGRAM						16
EMR LINKEDIN					359	876

C. REPORT ON GOVERNANCE AND FINANCE



Francesca Cuomo,
Vice President Governance
& Finance

EURAM Governance Report

"In 2024, we continued to strengthen the governance of the association by amending the bylaws. These changes were approved by the EURAM Board on 22 October 2024. In particular, modifications of the bylaws include the process for the nomination of the Ethics Committee members. Moreover, as EURAM is a voluntary-based organizations, all officers are required to be EURAM members in good-standing during their term. All officers of EURAM are expected to attend the EURAM annual conference, except in exceptional circumstances (e.g., medical or personal issues). There are changes also about the number of offices. The revised by laws are available on the EURAM website. As of the end of 2024, we are pleased to report that the revised bylaws are fully implemented".

EURAM Finance Report

In 2024, the Annual Conference and other sources of revenue allowed us to generate more revenues and profit than in previous years.

PROFIT FOR THE YEAR			
	2024	2023	2022
TOTAL	106 569,91	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			
	2024	2023	2022
TOTAL ASSETS	1 213 502,07	1 104 778,43	973 429,91
TOTAL LIABILITIES	1 213 502,07	1 104 778,43	973 429,91

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

TOTAL CASH IN BANKS, PAYPAL AND FINANCIAL DEPOSITS			
	2024	2023	2022
TOTAL	1 178 134,61	1 075 395,83	949 775,75

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

D. REPORT FROM THE FELLOWS COLLEGE



Peter McKiernan,
Dean of Fellows College

The EURAM Fellowship welcomed two new members during the year. Michael Morley is Professor of Management at the University of Limerick in Ireland. He specialises in international, management and is co-Editor in Chief of the European Management Review. Jérôme Méric is Director of IAE at the University of Poitiers, France. He specialises in management control. He has championed the 'Business in Society' SIG within EURAM and sits on EURAM's scientific council. The Fellows congratulate them both, warmly.

Each year, the Fellows deploy a new activity, and during 2024, they launched their celebratory special issue of the EMR for EURAM's 25th birthday. The issue focusses on the 'Future of Management Education: The role of institutions'. An appropriate theme as EURAM reflects upon its successful institutional role in shaping the management education and research ecosphere and looks forward to leading it in the future. The editors are Stewart Clegg, Peter McKiernan, Howard Thomas and Sibel Yamak. Presently, the manuscripts are in the review process. There will be an associated workshop in Florence in June 2025. Everyone is welcome.

Existing fellows' activities continued: a successful symposium on 'Digitalisation: The future of the university

and democracy', at the annual conference in Bath organised by Julienne Brabet and involving fellows Julienne, Armand Hatchuel, Morten Huse, Jerome, Howard and Peter. The audience overspilled the theatre and the appetite for debate was ravenous. One senior scholar in the audience noted that 'the best session he attended in the entire conference was the doctoral colloquium which was chaired by a choir of fellows, including Kathryn Moslein, Alessandro Zattoni, Mustafa Ozbilgin, Sibel Yamak, Stewart Clegg, Peter McKiernan. The organisers appreciate the longstanding commitment the fellows have made to this annual capacity building exercise; Professor Steve Brammer, Dean at Bath, chaired the final keynote session at EURAM24, on 'The Future of Management Research: Updating the agenda'. Guest speakers Andrew Crane (Bath) and Katy Mason (Lancaster), were supported by fellows Alessandro and Peter. The debate was well received by the conference attendees.

The 'winter olympics', or the EURAM Early Career Consortium (15th EECC), was hosted by the University of Barcelona, and was chaired by EURAM's Joanna Szulz and Barcelona's Ryan Armstrong. Again, fellows lent their support to a valuable career building forum, with Pierre Dussauge, Stefan Guldenberg, Alessandro, Morten and Peter helping out; thanks to all the fellows who play key roles in the academy e.g., Herve Dumas (VP Research), Joan Ricart and Neil's Norderhaven (advice to the Board), Donatella Depperu, Silke Machold, Mine and Howard for membership duties and the whole fellowship on queries like the criteria for the Edith Penrose Award and the EURAM strategy itself.

I would like to thank everyone fully for making the year so enjoyable. The Fellowship looks forward to supporting the academy fully in the year ahead.



Jérôme Méric



Michael Morley



Michael Morley,
University of Limerick,
Ireland

Michael Morley holds the Chair in Management at the Kemmy Business School at the University of Limerick in Ireland, where he also serves as Assistant Dean for Research.

His teaching portfolio includes the undergraduate course in management and graduate and executive courses in international management and global business. He also mentors a cohort of doctoral candidates pursuing programmes of research on expatriate management, psychological contracts, global careers and new forms of organising, several of whom are scholarship holders.

His leadership roles at the Kemmy School include Head of the Department of Management and Marketing, Head of the Department of Personnel and Employment Relations, Assistant Dean for Research, and Director of the Graduate Centre of Business. In addition, he has led several curriculum initiatives including the establishment of the Master of Science in Work and Organisation Psychology and the Master of Science in International Management and Global Business.

His research in international human resource management examines the complexities of managing human resources in a globalised world and explores how multinational corporations manage talent across borders. His work has

appeared in leading scholarly outlets in international business, human resource management and organisational psychology. He has received several best paper awards and been presented with the University of Limerick's Research Excellence Award on three separate occasions.

He was elected to serve as the 2007-2010 Chair of the Irish Academy of Management, and the 2012-2013 President of the International Federation of Scholarly Associations of Management.

In 2013, in recognition of his contributions to the field, he was elected to Fellowship of the Irish Academy of Management. He is currently serving as Co-Editor-in-Chief (with Professor Anna Grandori from Bocconi University) of *European Management Review*, the journal of the European Academy of Management.



Jérôme Méric,
Université de Poitiers,
France

Jérôme Méric is Professor at Université de Poitiers, where he chaired the CEREGE research lab (2015-2017) and the Institute of Business Administration (IAE, 2017-2022).

He is currently President of the Commission d'Evaluation des Formations et des Diplômes en Gestion (commission for the evaluation of management degrees and qualifications) at the French Ministry for Higher Education and Research. He also chairs the French Management Society (SFM).

Jérôme Méric served at EURAM as General Track chair (2014-2016) and SIG chair of « Business for Society » (2016-2019). He is still Associate Editor at EMR.

Jérôme Méric's teaching activities include management control, banking management, corporate finance, organisational theory, and epistemology of management research.

His research and publications focus on the dynamics of control in organisations and are structured around four themes. The first concerns the definition of a temporal frame of reference for control activities. The second is devoted to the study of the interactions between control tools, the accumulation of which in organisations is a guarantee of neither effectiveness nor efficiency. The third looks at control as practice, i.e. the way in which it operates in the day-to-day lives of players, beyond the scope of formal instruments. The fourth is an analysis of the ways in which control is exercised in "for society" organisations, from crowdfunding processes to health management. This latest development of his research leads him to question the notion of engagement in management research.

He has co-published reference manuals on management control (Dunod) and financial management (Hachette), and he takes part (or has taken part) of the editorial boards of leading journals (Academy of Management Learning & Education, Comptabilité-Contrôle-Audit, Society and Business Review). He is past editor-in-chief of the French journal « Entreprises & Société » (2019-2025).

E. REPORT FROM THE COUNTRY REPRESENTATIVE COUNCIL



Dieter Bögenhold,
Chair



Konstantinos Koronios,
Chair

The Country Representative Council (CRC), co-chaired by Dieter Bögenhold and Konstantinos Koronios, is an essential platform for collaboration and representation within EURAM. Comprised of country representatives from 31 nations, the CRC underwent significant changes in June 2023, with 15 new members joining and replacing outgoing representatives due to the most recent elections. The CRC was newly composed; until mid-2024, Dieter Bögenhold & Lucrezia Songini were in charge, while Konstantinos Koronios started to replace Lucrezia Songini at the Bath conference.

In 2024, the CRC convened twice: first during the EURAM annual conference in Bath on 24 June 2024 and then on 24 October 2024. The Bath meeting was conducted in a hybrid format, accommodating in-person and virtual participation, with a balanced representation of attendees. The October meeting was entirely virtual, ensuring accessibility for all members regardless of geographical location.

Key Discussion Points and Activities

The meetings addressed various strategic topics, including the evolving role of Country Representatives as national EURAM ambassadors. These representatives are tasked with consolidating the interests and needs of EURAM members in their countries and presenting these to the EURAM Board and the CRC. The discussions also emphasised strategies to promote the EURAM 2025 conference in Florence and initiatives to encourage timely paper submissions by the January 2025 deadline.

In addition to conference planning, the CRC deliberated on amendments to the EURAM Statutes to enhance the visibility and recognition of country representatives within the EURAM General Assembly. These updates aim to strengthen their role and engagement in organisational activities.

Symposium Initiatives

Building on the success of the inaugural CRC symposium at the Dublin conference in 2023, a second symposium was organised and held during the Bath conference. This was titled "Variety and Relevance of Management Research: Unlocking Cross-cultural Insights. - Diversity and Significance of Management Research on a Global Scale.". The symposium featured a mix of distinguished speakers, including EURAM leadership and CRC members, fostering vibrant discussions and knowledge exchange.

The overwhelmingly positive feedback reinforced the importance of such platforms for enhancing dialogue among EURAM's diverse community.

Looking ahead, the CRC has already proposed another symposium, "Variety and Relevance of Management Research: Practitioners' Frontiers?" for the EURAM 2025 conference in Florence. This continued focus on collaborative knowledge-sharing reflects the CRC's commitment to fostering meaningful engagement and advancing the field of management research.

With an active and growing membership, the CRC remains at the forefront of EURAM's mission to connect and empower management scholars across the globe..



F. REPORT FROM THE STRATEGIC INTEREST GROUPS COMMITTEE



Anabel Fernandez-Mesa,
Chair



Hamid Kazeroony,
Chair

REFLECTING ON 25 YEARS OF GROWTH: OUR ACADEMY'S JOURNEY

Reflecting on our academy's journey over the past 25 years, we owe our remarkable growth to the dedicated efforts of our Strategic Interest Groups (SIGs). From humble beginnings, we stand strong with 14 SIGs, each offering multiple tracks, symposia, and plenaries that have significantly enriched our academic community.

Growth of Strategic Interest Groups (SIGs)

- **Expansion and Diversification:** Our SIGs have expanded to 14, catering to diverse academic interests and fostering a collaborative environment.
- **Multiple Tracks and Sessions:** Each SIG offers a variety of tracks, symposia, and plenaries, ensuring a comprehensive and dynamic conference experience.

Milestone Achievements

- **Membership Growth:** Our SIGs' membership, a testament to the hard work of our volunteer colleagues, is reaching an impressive milestone of 2,500 members.
- **Volunteer Contributions:** The tireless efforts of our volunteers, including SIG chairs and members, have been instrumental in achieving this growth.

Leadership and Planning

- **Audrey Rouziès' Vision:** Under the leadership of Audrey Rouziès, Vice President for SIGs, our SIGs continue to thrive and evolve.
- **Ongoing Planning and Preparation:** The SIGs chairs and headquarters staff have diligently planned throughout the year, ensuring a successful and impactful 2025.

Looking Forward

As we prepare for the future, we remain committed to fostering a vibrant academic community that encourages collaboration, innovation, and excellence. The upcoming 2025 conference promises to be a significant milestone in our journey, building on the successes of the past 25 years.

Conclusion

Our academy's growth is a testament to our members' and volunteers' dedication and hard work. As we celebrate our achievements and look forward to the future, we remain inspired by the collective passion for knowledge and academic excellence that defines our community.



REPORTS FROM THE EXCOM

A. REPORT ON CONFERENCES



Eythor Ivar Jonsson,
Vice President Conferences

The 2024 EURAM conference was held in Bath, England. The host of the conference was the University of Bath, School of Business. This was the third onsite conference since the covid 19 pandemic and was a successful testimony to the turnaround project for the EURAM conference. The conference was once again an opportunity for the EURAM community to come together and share research and ideas. The EURAM conference has always been the cornerstone of the community and the driving force for professional development of engaged scholars in Europe and around the world.

The theme of the EURAM 2024 conference was “Fostering innovation to address grand challenges”. The conference was held from 25th to 28th of June 2024. The structure of the conference was for most parts consistent with previous onsite conferences. Some 811 delegates attended the conference, including 75 online paper presenters.

On the 18th of June, a week before the official opening of the conference, there was a special online paper session. This was second time this mini conference has been offered. It provided an opportunity for those who couldn't attend the conference, because of special circumstances, to present their papers online. The mini conference was chaired by Eythor Ivar Jonsson, VP of conference, with approximately 75 papers included. The event was successful and has become an important part of the EURAM offering and a forum to explore future online opportunities.

Euram 2024 conference at University of Bath, School of Business, was a testament to the importance of collaboration of management scholars. Bath has this wonderful history of Roman baths and the English novelist Jane Austen. It was however, the story of Richard “Beau” Nash, who became the Master of Ceremonies in Bath 1704 that stole the show. The protagonist for good manners in the UK was a builder of culture just as EURAM is a promoter of professionalism and togetherness in scholarship. The EURAM party was held at the amazing Roman Baths in the middle of town. It was an opportunity to “come clean” and embrace the friendship between EURAM participants.

The 2025 conference will be held in Florence, Italy. The European Academy of Management community will be hosted by the University of Florence, School of Economics and Management. It will mark the 25th anniversary of the EURAM conference.



B. REPORT ON EARLY CAREER CONSORTIUM



Joanna Szulc,
Vice President Early Career
Consortium

The 2024 EURAM Early Career Colloquium (EECC) took place from March 19 to 21 at the University of Barcelona, bringing together early career scholars and mentors for three days of insightful activities aimed at fostering academic development and building professional networks.



Day 1 began with a campus tour, showcasing the beautiful University of Barcelona campus. Following the tour, participants learned about beer production and tasted delicious Spanish tapas. This social activity set the tone for the colloquium, helping attendees form connections in a relaxed setting.

On Day 2, the event kicked off with an inspiring opening session by the Vice-Dean of Research, followed by a workshop titled "Have your impact and keep your sanity, too!" The session addressed the mental health challenges faced by early career researchers, providing participants with practical tools to navigate the complexities of academic life. This was followed by roundtable presentations where participants received valuable feedback from senior scholars and peers. A session on publishing strategies further supported participants, offering insights from experienced editors on building an effective publication strategy.

The final day of the colloquium included Career Development Lightning Talks, where mentors shared focused advice on topics such as research foundations, networking, and funding. This was followed by personalized career mentoring sessions, where participants co-developed tailored strategies for their academic paths. The event concluded with a reflection session and a discussion on how EURAM can further support early career scholars through involvement in Special Interest Groups (SIGs), Small Grants, and other collaborative initiatives.

Following the success of the EECC in Barcelona, we introduced a new initiative: an online mentoring scheme. This initiative aims to provide ongoing support to early career scholars, allowing them to connect with mentors and continue their professional development year-round, further strengthening the EURAM community.

A special thank you to the local organizer, Dr Ryan Armstrong, for his outstanding work in coordinating the event and ensuring its success. We also extend our sincere gratitude to Nicola Pellegrino, whose efforts behind the scenes were crucial to the smooth organization of the event. A final thank you goes to the mentors who dedicated their time and expertise, including Professors Albrecht Fritzsche, Alessandro Zattoni, Fabian Homberg, Miguel Pérez-Valls, Morten Huse, Peter McKiernan, Pierre Dussauge, Shlomo Tarba, and Stefan Güldenber. Their invaluable guidance has made a significant impact on the participants' academic journeys.

Overall, the 2024 EECC was a highly valuable experience for participants, fostering both professional growth and personal connections. The event's blend of workshops, networking opportunities, and mentoring sessions is sure to have a lasting impact on the careers of all involved.



C. REPORT ON THE DOCTORAL ACCELERATOR



Mine Karataş-Özkan,
Vice President Talent
Development

The year 2024 has been an exceptional one for our community. Our annual EURAM Doctoral Colloquium (DC) was a resounding success, offering a comprehensive approach to academic, pastoral, and career development for our doctoral students. With a strong emphasis on guiding them through the transition from PhD to their professional careers, the DC fostered a deep sense of connectivity within the EURAM community. This engagement has resulted in a growing number of doctoral students remaining actively involved with us. Notably, 88% of our 74 participants in the 2024 DC continued on to our main conference in Bath, actively joining Special Interest Groups (SIGs), initiating new activities, and contributing to the leadership of various community services. This progression marks a steady increase from previous years, with 64% retention in 2022 and 74% in 2023.

This year, we received a record-breaking 124 applications, reflecting the increasing recognition of the DC's value. Our 74 registered participants represented 22 countries, including Canada, Finland, Spain, Sweden, Belgium, Germany, Hungary, Austria, Norway, Switzerland, the United Kingdom, Italy, Denmark, France, the Netherlands, Malta, Poland, Australia, Brazil, Serbia, Portugal, and Sri Lanka. These participants came from nearly all SIGs, demonstrating the program's broad appeal and relevance. Supporting them were 38 esteemed mentors, experts in doctoral education and supervision from within EURAM and beyond, who generously shared their knowledge and guidance.

The Doctoral Colloquium was chaired by Mine Karatas-Ozkan, Zeynep Yalabik, Joanna Szulc, and Peter Nuttall (Local Chair, University of Bath, Ireland). We deeply appreciate the collaboration with Peter, as well as with Conference Chairs, Steve Brammer and Panos Desyllas, along with other colleagues in Bath. Their collegiality, resourcefulness, and commitment were instrumental in making the event a success.

The highlights of DC 2024 included an inspiring keynote address, an interactive "Meet the Editors" session, hands-on methodology workshops, mentoring sessions, team-building activities, and celebratory social events. These elements collectively reinforced our commitment to nurturing doctoral talent in a holistic and enriching manner. Mentorship remains a cornerstone of our doctoral development initiatives, and we are heartened by the outstanding feedback from participants on the quality and impact of these sessions. We extend our heartfelt thanks to all speakers, facilitators, and mentors for their invaluable contributions.

We are also proud to share that 88% of our doctoral students rated their experience as outstanding or good. The remarkable quality of their research was recognized through two categories of awards:

Relevant and Responsible Research Award:

- **Alejandra Rojas:** Organizing Service Robots in Healthcare: An Inquiry on the Design, Development, and Implementation Practices (SIG: Organisational Behaviour & Human Resource Management)

Best Paper Awards:

- **First Prize:** Zuzanna Staniszewska: Voices of Change: Re-imagining Leadership in the Quest for Inclusivity (SIG: Gender, Race, and Diversity in Organisations)
- **Second Prize:** Laura de Boom: Walking the Talk: A Two-Phase Study on the Effect of Diversity (Mixed) Messages with the Moderating Role of Race (SIG: Gender, Race, and Diversity in Organisations)
- **Third Prize:** Bryan Solorzano: Iron Cage for Indigenous Entrepreneurship? A Case Study of a High Institutional Distance Context in Ecuador (SIG: Entrepreneurship)

We extend our warmest congratulations to the awardees and all our doctoral participants. Their achievements are a testament to the strength of our academic community, and we look forward to supporting their continued success in the years ahead.

D. REPORT ON RESEARCH AND EUROPEAN MANAGEMENT REVIEW



Hervé Dumez,
Vice President 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 2024.

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

EURAM Edith Penrose Award sponsored by INSEAD



Edith Penrose, Award for Trail-blazing Scholars sponsored by INSEAD

- **Bruce Kogut**, Columbia Business School

Best Conference Paper 2024



Projecting for accelerating sustainability transitions: practices of joint value creation in circular economy programs

- **Marina Bos-de Vos**, Delft University of Technology;
- **Miia Martinsuo**, University of Turku;
- **Ellen Loots**, Erasmus University Rotterdam
SIG Project Organising

Most Inspirational Paper 2024



This is me as a leader: Visualizing ethics in professional narratives of women in leadership

- **Zuzanna Staniszewska**, Kozminski University
SIG Gender, Race, and Diversity in Organisations

Best Reviewer 2024



- **Martin Mohaghegh**, Stockholm School of Economics

EURAM Research Grant Awardees

A different shade of resources: Understanding the impact of co-working spaces on neurodivergent and neurotypical employees

- **Hirra Butt**, Department of Management, School of Business, Monash University, Sunway Campus Selangor, Malaysia;
- **Regine Bendl**, Vienna University of Economics and Business; Simon Heß, Department of Economics, University of Vienna

In-action Team Reflection in extreme contexts: Effects on team performance and speaking up in teams

- **Linda Baulecke**, University of Zurich

Man! I Feel Like a Woman: Navigating Gender Biases and Network Brokerage in the Workplace

- **Gabriela Contreras**, Radboud University;
- **Paula M Infantes**, Universidad Autónoma de Madrid; Katarzyna **Burzynska**, Radboud University

Diversity in Entrepreneurship Beyond Gender: An Intersectional Perspective on Vulnerable Actors in the Startup Ecosystem

- **Julia De Groote**, WHU - Otto Beisheim School of Management;
- **Pisitta Vongswasdi**, WHU - Otto Beisheim School of Management

Legitimizing Artificial Intelligence (AI) for Human Resource Management (HRM) tools through Responsible AI: Insights from a longitudinal Analysis of AI for HRM vendors

- **Aizhan Tursunbayeva**, Parthenope University of Naples;
- **Raluca Bunduchi**, The University of Edinburgh

Withstanding void-beneficiaries: How intermediaries navigate resistance to institutional work

- **Mohammad Zainuddin**, Australian National University;
- **Israr Qureshi**, Australian National University;
- **Babita Bhatt**, Australian National University

European Management Review Best Paper 2024

The biasing effect of networks in the implementation of innovations

- **Balazs Szatmari**, Amsterdam Business School
- **Dirk Deichmann**, Rotterdam School of Management

Revitalizing double-loop learning in organizational contexts: A systematic review and research agenda

- **Mercedes-Victoria Auqui-Caceres & Andrea Furlan**, University of Padova

The rationality of qualified lotteries

- **Bruno Frey & Margit Osterloh**, University of Basel,
- **Katja Rost**, University of Zurich

Best Reviewers 2024

European Management Review Best Reviewers 2024

- **Olav Sorenson**, Anderson School of Management, UCLA, USA.
- **Domenico Rocco Cambrea**, Università degli Studi di Modena e Reggio Emilia, Italy.
- **Jonas Gabrielsson**, School of Business, Innovation and Sustainability, Halmstad University, Sweden.



EUROPEAN MANAGEMENT REVIEW



Anna Grandori,
Editor in Chief



Michael Morley,
Editor in Chief

In 2024 EMR continued to expand. In order to make the best use of the experience built up in recent years, EURAM made the decision to invite the current Editors-in-Chief to serve a second term. The EiCs accepted this invitation and their new mandate will run until January 2028. Following this, they nominated a Deputy Editor (Vinh Sum Chau) to participate in the screening activity. The screening decisions (desk rejects and assignments to Editors) are made collegially by the EiCs and the DE to ensure fully considered decisions. At the same time, the process efficiency increased substantially bringing the time lag between submission to first decision down to 27 days.

In 2024 the necessary actions for renewing and expanding the Editorial team for the next mandate have been initiated (publication of new Ed Structure in February 2025), with new entries as Editors on the main Areas, and the constitution of a new cohort of more specialized Associate Editors, linking EMR with other intersecting communities in which authors aim to broaden their perspective and reach a general management audience (Project management; Public management; Sustainability, environment, and European policies; Network studies; Gender studies)

Submissions continued to increase - from 514 in 2023 to 640 in 2024 – with an increasing flow from emerging countries. Beyond this growing submission trend, another notable development relates to the commitment to open the journal to a variety of manuscript types and the impact of this on the quality of submissions received. The decision to broaden the types of manuscripts of interest to EMR to include Research Articles, Theoretical Articles, Perspective Articles, Viewpoints and Research Dialogues, along with curated Special Issues focused on a particular phenomenon, attracted highly renowned authors and generated highly read papers, not least the manuscript titled “A Manifesto for Project Research” which has been widely read and downloaded by scholars.

These, and related developments have had an impact on the acceptance rate at EMR. In 2024, it was 10%, while it was 15.3% 2023.

The **readership** of EMR continues to expand significantly growing from 217.05K **downloads** in 2023 to 244.262 in 2024.

The citation trend has also continues on a positive trajectory with the Impact Factor rising from 1.533 in 2018, to 3.000 in 2022, through to 3.4 in 2024.



E. REPORT ON FUNDING INITIATIVES



Panos Desyllas,
Vice President Funding

As VP Research Funding, I focus on raising awareness of funding opportunities and supporting the EURAM community in funding applications. During the last year, we made progress in three areas.

First, following coordinated efforts by EURAM members and other management scholars, we have welcomed the restructuring of Panel SH1 (Individuals, Markets and Organisations) of the European Research Council (ERC), the EU's leading frontier research funding body that provides over €16 billion through Horizon Europe (2021-2027). The new structure includes more management-related subclasses within SH1 and aims to attract more management applicants. Additionally, EURAM now has stronger representation in panels evaluating all major ERC grant types (Starting, Advanced and Consolidating), and several management scholars from EURAM and beyond have served as expert application reviewers.

Second, this year marks our first recipient of the newly launched ERC-related EURAM grants. These grants offer 5k Euros to ERC applicants who either received a Step 1 “A” score but no funding, or a Step 1 “B” score and are EURAM members. These grants aim to encourage management scholars to apply for ERC funding by providing recognition and additional financial incentives. The first grant recipient will be announced at the upcoming EURAM Conference in Florence.

Third, we continued EURAM's webinar series, with an overall focus on funding opportunities and research methods to enhance the quality of funding applications. In the first webinar, Professor Bart Vanneste (University College London) presented on “Using Machine Learning in Management Research,” providing an overview of machine learning applications in management research. The second webinar was given by Professor Niels Noorderhaven (Tilburg University), who discussed selecting appropriate qualitative methods for different research projects. In the third webinar, Professor Tobias Kretschmer (LMU, outgoing Chair of Panel SH1) conversed with Professors Alessandro Zattoni (EURAM President) and Anna Grandori (Editor in chief, EMR) about securing ERC funding for management scholars. Overall, the webinar series has attracted strong attendance, and the recordings have garnered over 2,200 views within the first few months.



F. 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. Involving practitioners in EURAM activities still represents a challenge. However, significant improvements have been introduced to further engage the “academic” members of EURAM with practitioners and deliver services promoting academic research among non-academic audiences. Our activities revolve around three main channels.

1. Euram Annual Conference and “In-Between” Events

It has been possible to purchase special practitioner tickets for the annual conference since 2020 and special practitioner group tickets since 2022. However, this opportunity for valuable exchange between academics and practitioners usually falls short because few practitioners attend the annual conference. New options are offered to complement the annual conference, such as dedicated “in-between” events that are always coordinated with the SIGs. Two pilot projects were initiated during the academic year, but their format and business model were more complex to define than expected. The workshops were postponed. The principle of “in-between” events entirely dedicated to practitioners has been validated, and this initiative will materialize before the 2025 annual conference with digital and/or face-to-face events.

2. EURAM LABS

Several “labs” are registered in the annual conference program and scheduled in parallel with the Doctoral Colloquium. The labs offer opportunities for interaction between practitioners and academics on selected topics that always relate to the conference topic. The local organizer of the annual conference organizes them in close coordination with the ExCom. We want to thank Prof. Panos Desyllas (co-chair of the 2024 annual conference) for the five labs registered in the program:

- > “Managing in the face of regulatory and environmental challenges”,
- > “AI and the future of work”,
- > “The role of innovation intermediaries and grand challenges”,
- > “Collaborative management research to address grand challenges”,
- > “Action lab (off campus): Site visit at AIRBUS Filton factory (wings, landing gears, and energy systems)

3. Partnership with The Conversation Europe

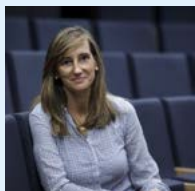
During the previous years, EURAM has promoted the SPARKS initiative with some success among its academic members, but without attracting a satisfactory readership among practitioners. To avoid this difficulty, EURAM has contracted with THE CONVERSATION, a platform pursuing the same goal as EURAM: to build bridges between academics and practitioners (industry, journalists, policymakers, etc.). This partnership makes sense because the Conversation now develops a specific platform (in English) at the European level. The agreement between EU-

RAM and The Conversation EUROPE was signed in Spring 2024. The first articles were published in September 2024. This new service is offered to EURAM members free of charge, as part of their annual membership. Submissions are jointly reviewed by the VP in charge of the Dialogue with Practitioners and The Conversation Europe. Readership is slowly ramping up and depends on the topics of the articles.

Submissions can be sent to the email address:
theconversation@euram.academy



G. REPORT ON SUSTAINABILITY, DIVERSITY & INCLUSION



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

In 2024, the EURAM Policy on Diversity and Inclusion was approved. The EURAM mission is dedicated to promoting diversity and inclusion as core values within the business and management scholars' community. This policy is designed to guide the behaviour of EURAM leaders and members during all activities and events.

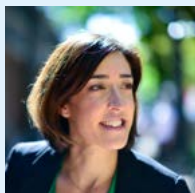
As part of our commitment, several recommendations for organizing the conference are proposed. Participation is open to individuals regardless of their background, career stage, or nationality, and we encourage conference themes and call for papers to reflect this diversity, ensuring a variety of perspectives are represented. Additionally, we aim for speakers, plenary sessions, tracks, and symposiums to showcase a balance of gender, institutional affiliation, nationality, and ethnicity, avoiding homogeneity and tokenism.

All conference attendees are expected to foster a positive and inclusive environment that promotes mutual respect, professionalism, and collaboration. Discussions should be respectful and constructive, with session chairs ensuring balanced participation. Harassment, discrimination, bullying, or intimidation in any form will not be tolerated, and any actions creating a hostile environment—whether verbal, non-verbal, or physical—are strictly prohibited.

To promote accessibility, EURAM considers both physical and online access needs. Event scheduling will take into account factors such as school holidays, religious observances, and caregiving responsibilities. Special accommodations, including dietary requirements and mobility assistance, will be provided, and clear information on venue accessibility and transportation will be shared in advance.

EURAM believes that an inclusive environment is essential for achieving its objectives. Such an environment empowers members to contribute their unique perspectives, identities, and life experiences to the collective pursuit of institutional goals.

REPORT ON STRATEGIC INTEREST GROUPS



Audrey Rouzies,
Vice President Strategic Interest
Groups (SIGs)

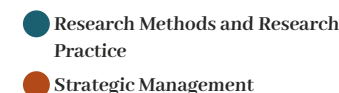
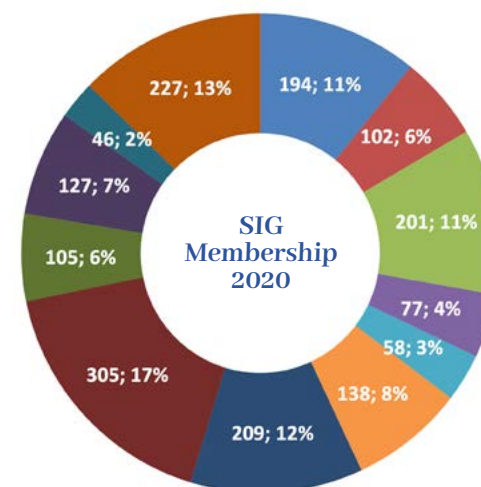
To conclude, I would like to thank the SIG chairs who do a tremendous amount of work on a voluntary basis. I would also like to underline the constant commitment of Hamid Kazeroony and Diego Matricano, Co-Chairs of the SIG Committee, who support SIGs activities and development. Finally, I am deeply grateful to Luisa Jaffe and Nicola Pellegrino for their continuous support and responsiveness. Our collective commitment to EURAM is unwavering!

2024 WAS AGAIN ANOTHER GREAT YEAR FOR EURAM AND ITS COMMUNITY! WHAT A PLEASURE AND HONOR TO ACT AS VP FOR STRATEGIC INTEREST GROUPS (SIGS)!

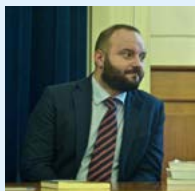
Throughout the year, during our monthly meetings we engage in discussions, not only about the organization of the yearly conference but also about structural changes affecting our community. Following up on the discussion we started in 2023 about the impact of Generative AI on research, we have collectively produced and promoted guidelines for a responsible and ethical use of GenAI use in the context of a submission to the EURAM conference.

I often say that SIGs are the backbone of the conference. The SIG chairs collaborate year-round behind the scenes, working with the Vice President for Conferences, Eythor Jonsson, and the Local Organizing Committee to ensure a high-quality conference. Throughout the year, SIGs are also very active offering workshops, seminars, and conferences to their communities. I warmly recommend everyone to attend these events. While there is a high diversity among SIGs, as they cover broad and transversal management disciplines,

I admire the quality and depth of our discussions, which are always marked by respect and collegiality.



SIG 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 2024, the SIG received 226 paper submissions and organised five tracks, over and above the well-established three standing tracks. Moving to next year, we will welcome the other tracks to become standing, after an excellent path in building community: “Arts & Philosophy for Business and Society” and “Philosophy for business ethics”. 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 two edited books have been published in 2024: the first by Mathias Béjean, Julienne Brabet, Edoardo Mollona, Corinne VercherChaptal “Disruptive Digitalization and Platforms: Risks and Opportunities of the Great Transformation of Politics, Socioeconomic Models, Work, and Education” and the second by Hugo Letiche, Ivo De Loo, Carolyn Cordery, 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 2024, 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 several awards in partnership with some of the most important scientific societies across Europe. The awards assigned this year are in partnership with Società Italiana di Management (SIMA), Assoneb and puntOorg International Research Network.



SIG 2. CORPORATE GOVERNANCE



Amedeo Pugliese,
University of Padua

The corporate governance SIG welcomes studies exploring all aspects of antecedents and consequences – of corporate governance and boards of directors. Contributions adopting a wide set of theoretical lenses and research methods are strongly encouraged as well as studies analysing corporate governance in different types of enterprises and institutional contexts, including different countries and regional cultures.

In 2024, corporate governance SIG offered 4 different tracks:

- GT02_00 – Corporate Governance General Track
- ST01_01/ST02_01 – Rethinking the Responsible Corporation: Bridging Management, Law & Purpose (B4S & CoGo SIGs)
- ST02_02 – Board of Directors, Top Management Teams and Diversity in the C-Suite
- T02_04 – Corporate Governance, Sustainability and The Purpose of Corporations

Corporate governance SIG is a niche area where scholars are highly specialized and where the community remains stable, and so the number of participants over the years. In 2024, 1 topic was submitted, with 1 symposium

Since 2024, the SIG leadership team has try to enhance more engagement and promotion as to encourage new researchers to submit more topics, especially in those fields in which the SIG topics can also contribute, such as Business for Society or Strategic Management.

For SIG 2: Corporate Governance (COGO), the number of total submissions remains consistent, around 75-80 submission per year (with only 51 in 2022). Corporate Governance as a SIG seems to have a dedicated but small research community.

The number of delegates increased in 2023 to 94 delegates and got reduced to 74 in 2024. To maintain and grow participation, SIG 2 we are working on engagement, visibility, and hybrid participation strategies.



SIG 3. ENTREPRENEURSHIP



Diego Matricano,
Università degli Studi della
Campania "Luigi Vanvitelli"

The SIG Entrepreneurship has continued to play a pivotal role in EURAM 2024, serving as a vibrant hub for scholarly exchange and innovation in entrepreneurship research. This year, the SIG received 297 submissions, reaffirming its position as the second-largest SIG in paper submissions across all EURAM SIGs. The wide-ranging topics and high-quality submissions underscore SIG's significance and its members' dedication to advancing entrepreneurial scholarship.

Contributors

The success of the SIG is built on the collective efforts of its dynamic and engaged community. This includes the authors who submitted their innovative research, the reviewers who provided invaluable feedback to enhance the quality of the work, the track chairs who coordinated the tracks with dedication, and the ENT SIG team, which also includes past Chairs, who ensured smooth operations and strategic alignment. Together, they form a thriving community committed to fostering knowledge, collaboration, and impact in entrepreneurship research.

2024 Conference Highlights

During the EURAM 2024 conference, SIG Entrepreneurship organized a variety of activities to strengthen the community:

- > **Academic Tracks:** Five additional tracks were introduced, in addition to the general track (GT) and seven standing tracks (ST), expanding the research landscape in entrepreneurship.
- > **Symposia:** Four symposia were organised, covering diverse and forward-looking themes such as enabling future-focused scholarship, exploring intrapreneurship as a research avenue between entrepreneurship and organisational behaviour, examining the platform and post-platform economy with debates on actors, business models, ecosystems, paradigms, and trends, and investigating sustainable development and the role of communities in co-creating value-adding perspectives.
- > **Keynote Speech:** Prof. D. Dimov delivered the keynote speech, inspiring attendees and setting the tone for the conference.
- > **Informal Meetings:** These sessions facilitated vibrant discussions among scholars, fostering networking and the exchange of ideas about current and future research trajectories in entrepreneurship.

Awards and Recognition

The SIG Entrepreneurship proudly recognised scholarly achievements through various awards, highlighting our commitment to academic excellence:

- > Best Paper
- > Most Inspirational Paper
- > Best Reviewer
- > Best Paper EURAM Ent Processes / JSBM
- > Best Paper EURAM Ent Decision Making and Behaviour / Strategic Change – Wiley
- > Best Paper / SIMA

Additionally, numerous publication opportunities were presented, including over ten special issues across various academic journals and two book series, further promoting academic discourse and collaboration within the SIG community.

Social Engagements

Two social events were organised to create a relaxed and enjoyable environment for the ENT team, encouraging informal interactions and strengthening community bonds.

Acknowledgments

We extend our heartfelt gratitude to all contributors, reviewers, track chairs, and organisers for their dedication and hard work and to EURAM for providing a platform that fosters scholarly excellence and collaboration within the entrepreneurship research community.

See you in Florence!

SIG 4. FAMILY BUSINESS RESEARCH



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 2024 Conference experienced a great good participation along the two main tracks on “Behavior, Performance, and Sustainability in Family Firms” and “Family Business in Emerging, Developing, and Transitional Economies,” as well as the SIG General track. The paper presentation sessions were well attended, with each presentation followed by detailed feedback from a discussant, which was well-received by the presenters. It was an extraordinary Conference that, supported by several social events, benefited from the involvement of several worldwide recognized scholars. We were honored to have two keynote speakers: Professor Melanie Richards (Technical University of Munich, Germany), who delivered a speech on “Legitimizing the Family Firm: Social Evaluation in Times of Crisis,” while Professor Elias Hadjielias (Cyprus University of Technology, Cyprus), discussed “Advancing Sustainability in Family Businesses: Current Insights, Theoretical Gaps, and Future Research Directions.” Their presentations delved into hot topics in management research, offering valuable new insights into the family business literature.

We also organized a “Meet the Editors” session, featuring Allan Discua Cruz, Associate Editor of Entrepreneurship & Regional Development Journal, Jan-Philipp Ahrens, Associate Editor of Journal of Family Business Strategy, and Rodrigo Basco, Associate Editor of the European Journal of Family Business.

Additionally, our SIG held a wrap-up session to review trends from the past year and promote Family Business Research for the coming years.

The event concluded with the announcement of the winners of the SIG’s Best Paper and Best Reviewer awards.

We look forward to seeing you at EURAM 2025 in Florence!



SIG 5. GENDER, RACE, AND DIVERSITY IN ORGANISATIONS



Faiza Ali,
Lahore University of
Management Sciences



Jawad Syed,
Lahore University of
Management Sciences

The SIG 5 – Gender, Race, and Diversity in Organisations (GRDO) at EURAM 2024 in Bath, UK, was a resounding success, bringing together scholars from across the globe to discuss critical issues shaping diversity in the workplace.

The conference commenced with a vibrant **Kick-off Session**, where attendees were welcomed and introduced to this year's key themes and objectives. This session provided an opportunity to highlight emerging research trends and set the stage for engaging discussions throughout the event.

One of the highlights was the **symposium**, 'Diversity in Non-Traditional Settings: Setting the Stage for the Diverse Worker'. This session featured thought-provoking presentations and discussions on how diversity manifests in non-traditional workspaces. Experts shared insights on the

challenges and opportunities faced by diverse workers in industries such as gig work, remote employment, and male-dominated sectors. The symposium fostered rich dialogue, leaving attendees with fresh perspectives on inclusion in unconventional settings.

Throughout the conference, we hosted a series of **parallel sessions**, where scholars presented their latest research on gender, race, and diversity in organisations. These sessions covered a wide range of topics, from intersectionality and workplace inclusion to policies promoting equity. The quality of presentations and the depth of discussions underscored the continued importance of these themes in organisational research and practice.

Beyond the academic discussions, the SIG 5 **Social Event** was a wonderful opportunity for attendees to connect informally. Held at a charming restaurant in Bath, the evening was filled with lively conversations, networking, and the strengthening of professional relationships in a relaxed setting.

The **Wrap-up Session** provided a platform for attendees to share their feedback on the sessions and discuss directions for next year's conference. Suggestions included a greater focus on policy impact, more practitioner-led discussions, and increased collaboration opportunities. This session ensured that we continue to refine and enhance our engagement within the EURAM community.

We extend our gratitude to all participants, presenters, and organisers for making EURAM 2024 an enriching and memorable experience. We look forward to an even more impactful SIG 5 GRDO track at EURAM 2025!



SIG 6. INNOVATION



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

"Innovation" as a Strategic Interest Group (SIG) of the European Academy of Management (EURAM) explores and develops a deep understanding of the innovation frontier. Our aim is to create an open community of academics, practitioners, entrepreneurs and policy makers who care about the creation, development and implementation of innovations in organizations and markets.



Our SIG was founded during EURAM Annual Meeting 2009 under the leadership of John Bessant. Since then our SIG has grown towards more than 400+ members within EURAM. This makes us one of the TOP 3 largest communities at EURAM.

Early career scholars and managers with an interest in the field are equally welcome to join our activities, projects and conversations. We are committed each year to bringing together scholars and practitioners from around the globe to present and develop high-quality research.

The SIG has always devoted significant efforts to ensure diversity and wide representation of the European national research communities. This is continuously considered aimed to be developed further in the leadership team as well as in track chair teams (gender, academic seniority and countries of affiliations). For example, in the new topic / special track proposal process we only evaluate positively once the following criteria are met: 1) value added to the track portfolio, 2) minimum of four research communities in the EU+UK, 3) minimum of five persons with diverse seniority levels and 4) focus on demonstrated tight links with national research communities and the ability to generate paper submissions from all European countries.

The professionalization of the SIG management team is still currently under process around David W. Versailles and Patrick Spieth. As David Versailles is now EURAM's VP in charge of the Dialogue with Practitioners, the SIG has run elections for the SIG chair position. With 91,5% Patrick Spieth was elected as next SIG Chair. He became SIG Chair as of July 1st, 2024. An official handover took place at the social event during EURAM Annual Meeting 2024 in Bath/UK. During the highly attended SIG social event at the

Bath Brew House almost 200 scholars from the innovation community gathered for small talk and the discussion of future projects.

Our SIG also puts particular emphasis on in-between-events for offering more value to our communities. Here, we have three focus areas: 1) paper development workshops, 2) talent development and early career development, and 3) dialogue with practitioners. In 2024, one paper development workshop in April 2024 was organized by Francesco Schiavone. A research method workshop on case study analysis with a keynote by Keith Goffin was organized by Quentin Plantec in May 2024. Workshops with practitioners as well as workshops for early career support were rescheduled for Fall 2024.

For EURAM Annual Conference 2024, 14 tracks were offered in the call for papers, and 237 submissions were received. More than 550 reviews were performed in total. At the end of the review process, 135 articles were presented at the conference (compared to 166 in 2023). This year we faced a significant drop out rate which was mainly due to travel and visa arrangements for the UK.

Activities at the annual conference were structured with 8 tracks and 43 sessions organized by Patrick Spieth (Business Models), Valerie Mérindol (Digital Innovation), Erik Hansen & Julia Schmitt (Circularity, Green Techs and Sustainability), Liliana Mitkova & Luciana Castro (Open Innovation and other related topics), Christina Hoßbach (Creativity Management), Valerie Mérindol (Innovation and Entrepreneurial Ecosystems), Quentin Plantec (Science Management), Francesco Schiavone (Innovation in Healthcare), and David Versailles, Marina Schmitz, and Patrick Spieth (SIG Innovation General Track).

In addition, we had four symposia: Business Model Innovation and Grand Challenges, Action Research in Innovation Studies, Micro-Foundations approach and Multi-Level Analysis for Innovation Research and The Legacy of Max Boisot in Innovation and Knowledge Management. Additionally, we offered one lab on Innovation Intermediaries and Innovation Management.

Each year, the Innovation SIG hands out two awards: Best Paper Award and the Most Inspirational Paper Award. This year we recognized the following contributions for the SIG Innovation best paper award:

1. “Enhancing the role of community based enterprises for sustainable local development through community-based business models”
by La Ode Sabaruddin, Wiwik Supratiwi;
2. “Managing duality: The paradoxical interface of agile and conventional NPD in organizations”
by Leonie Müller, Tobias Röth,
3. “A sensemaking approach to the analysis of digital transformation in established firms”
by Daniele Cerrato, Anna Sofia Yanson.

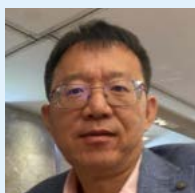
Many thanks to the track chairs for identifying the candidate papers, and to Vivek Velamuri (INNO SIG Chair, 2020-2022) for reviewing the articles from the short list.



SIG 7. INTERNATIONAL MANAGEMENT



SIG Chair:
Professor Piyush Sharma,
Curtin University



Program Chair:
Dr Wu Zhan,
University of Sydney

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 2024 in Bath was again our main vehicle to exchange across a heterogeneous community and attracted 80 papers across all the tracks from all over Europe and beyond.

SIG-07 has grown over the years and attracts a wide cross-section of academic researchers and managers from the international management field under the combined leadership of our eminent track chairs coupled with the inherent popularity of the topics covered by this SIG. We now aim to expand the number of tracks and symposia with SIG membership. We would like to increase the number of submission to 100-120 in 2025, 150 in 2026 and 200 in 2027. To achieve these ambitious goals, we would need to make special efforts to add more new tracks and special sessions/symposia and promote our track more energetically.

We aim to continue growing this SIG with many initiatives, such as adding new tracks, attracting more submissions to each track, and further expanding outreach into the growing academic communities in Asia-Pacific, Latin America, Africa and Middle-East regions by leveraging our existing networks and developing new connections. In this context, we have expanded our SIG leadership team, to help us increase our membership base, to encourage a broader participation in the decision-making process and to help with succession planning for future. The updated SIG leadership team is shown in the table below:

SIG Chair

> **Piyush Sharma**

SIG Programme chair

> **Zhan Wu**

General Track Co-Chair

> **Ashish Malik**

General Track Co-Chair

> **Silvio Cardinali**

General Track Co-Chair

> **Tak Yan Leung**

Global Mobility Track Chair

> **Jan Selmer**

Management and Cultures Track Chair

> **Sylvie Chevrier**

International Competitiveness Track Chair

> **Pablo Collazzo**

Managing ESG Track Chair

> **Stefano Franco**

Communications Officer

> **Aron Perenyi**

SIG 9. 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, organizational design and theory.



Our aim is to enhance 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 2024 Conference, beyond the four standing tracks, the SIG's programme featured four topics and four symposia.

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 Xinyu Liu and Katarzyna Tworek, 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:

- > **Best Paper Award** – OB General Track: 'When Stars Lose Their Shine: A Qualitative Study of the Role of Workplace Envy' by Elizabeth Ogbodo, Audrey Rouzies, Delvis Tochukwu Emeka
- > **Best Paper Award** – HRM Track: 'Beyond the Individual Access: Organizational Telework Dispersion and Performance' by Marvin Neu, Leon Barton, Amanda Shantz, Heike Bruch
- > **Best Paper Award** – Leadership & Team Performance Management Tracks 'Giver or Taker: Cultivating Benevolence in High Performers to Enhance Team Performance through Social Comparison' by Chia-Chen Tu, Man-Ling Chang, Yu-Ching Chiao
- > **Best Topic Paper Award** 'Investigating the Effects of Reactive and Proactive Workplace Flexibility on Perceived Overall Justice for Employees With and Without Disabilities' by Nicola Vivienne Glumann, Magdalena Vivienne Schertler, Stephan Alexander Böhm

The highlights of the SIG's program included the keynote address titled 'Is Management the Problem or the Solution?' by Dr. Margaret Heffernan, a world-renowned author of bestselling business books.

As part of our social events and activities, we organized a casual gathering to welcome new SIG attendees and promote networking among SIG members.

SIG 10. PROJECT ORGANISING



Per Svejvig,
Aarhus University

The Project Organising SIG is a community of leading and emerging scholars promoting excellence and relevance of research. It creates an inclusive forum to discuss cutting-edge developments related to project management, the role projects play in business and society as well as the impact of external influences such as digitalisation on the management of projects. Our aim is to enhance the understanding in these areas by providing a platform for discussion, networking and collaboration.

Our portfolio includes a general track, two standing tracks on 1) Multi-level perspectives on Major and Megaprojects and 2) Project and Society: Sustainability, Stakeholder and the Dark Side and for 2024 it also included two topic tracks on 1) Digital, Agile, Resilient and Adaptive Transformation from the Project Perspective as well as 2) Innovating Project Leadership. Across the five tracks, 88 papers were presented at the conference and two symposia were held.

We started the conference with a SIG Kick Off which also included a Meet the Editors session with the International Journal of Project Management, the Project Management Journal, the International Journal of Managing Projects in Business and the journal Project Leadership & Society. We concluded with a plenary during which the awards were



celebrated and the committee election was held. We would like to congratulate our Best Paper, Best Student Paper and Best Reviewer awardees and thank the professional bodies Project Management Institute (PMI) and Association for Project Management for sponsoring these awards. We also welcome Prof Carl Marnewick, University of Johannesburg as new Track Chair to the committee and thank Dr Per Svejvig, Aarhus University, for serving as our Chair for the past year (2023/24) and serving on the board since 2020.

An integral part of the conference are also the networking events in the evening which include the SIG hangout and the PMI reception. These allow new SIG members to connect with established members and facilitate collaboration. We thank everyone for supporting and engaging with the Project Organising SIG and for creating such a lively community.

We look forward to seeing many of you at EURAM 2025 in Florence, Italy.

SIG 11. PUBLIC AND NON-PROFIT MANAGEMENT



Filippo Giordano,
LUMSA University

Quantitative development of the SIG

At the 2024 conference in Bath, 22 Sessions with 70 Presented Papers were held.

The stable evolution is assessed positively by the SIG leadership, not only in terms of quantitative growth, but most of all as it reflects how the SIG is managing to build a cohesive community, with a growing number of returning participants over the years.

The stable development of the SIG has been combined with high-quality submissions by promoting the SIG activities in other public and non-profit management networks and offering “meet the editors” events during the conferences.

Quality of the SIG processes

The SIG has stably managed to ensure 2/3 high profile reviewers for each paper.

The key factors explaining the performance of the SIG must be found in the presence of a programme chair for the last 7 years; a committed chairs membership; and the introduction of a communications officer.

SIG Elections

The SIG team is delivering the election of the next SIG Board during the 2025 conference in Florence.

Strategic Development of the SIG

- > Stabilizing SIG membership: FULLY MET
- > Maximizing SIG outcomes in terms of publication opportunities and editorial initiatives: SOMEWHAT MET
- > Establishing the SIG as one of the main conference outlets for the public and non profit management scientific community: MOSTLY MET

Objectives and Actions of past year

The number of topics, symposia and paper submission is highly improved for the forthcoming conference in Florence.

Dissemination in national and international public management networks.

Objectives and Actions of next year

- > Stabilizing SIG membership.
- > Expanding the SIG research lines and other geographical areas.

Comments and Suggestions

- > Carry out a review of potential cross-SIG themes.
- > More empowerment of SIGs leadership.



SIG 12. 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 2024, we were all extremely happy to continue to 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 “Research Methods in Management Studies: Evolutionary, Historical, and Tourism Perspectives”. 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 historical, evolutionary and agent-based modelling approaches were explored. Tourism management received particular attention.

All of the SIG’s sessions, including the symposia, were well attended and the papers were of an extremely high quality. Entitled “From Goethe to Barad: Discussing researcher-researched relatedness”, the SIG’s plenary session was another standout occasion, greatly enjoyed by a large number of junior and senior attendees. Drawing on an EURAM grant awarded in 2022, the SIG’s cross-country research project also continues. The project’s core regards the current understanding of impact among management academics in Europe; it involves various SIG 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.



SIG 13. STRATEGIC MANAGEMENT



Isabel Estrada,
University of Groningen



Daniel Alonso Martínez,
University of León

The Strategic Management Strategic Interest Group (SIG-13) activities in 2024 showcased significant advancements and opportunities in the field. A first highlight was the mid-term event, funded by the Labex Entreprendre of the University of Montpellier. The event addressed “Advancing Strategic Management Research: Opportunities & Challenges in the Era of Transformations.” Featuring insights from esteemed professors like Africa Arino and Henk Volberda, it included discussions on innovative methodologies and emergent topics. Around 30 PhD students and junior scholars presented their research, benefiting from paper development discussions. The SIG plans to replicate this event annually to enhance connections with national conferences, broaden its reach and stimulate the dialogue between younger and established scholars.

The second highlight was EURAM 2024 in Bath (UK). The conference began with a panel on interdisciplinary approaches in strategic management to tackle grand global challenges such as climate change and healthcare access. Professors Brian Boyd and Andrew Pettigrew emphasized integrating diverse fields to foster sustainable solutions. The kickoff session, moderated by Nuno Barros de Oliveira and Katarina Cepa, underscored the importance of cross-disciplinary collaboration.

Two key symposia followed. The first addressed trends, publication strategies, and project evaluations in strategic management, featuring prominent academics like Daniel Alonso Martinez and Anne-Sophie Fernandez. It included an introduction to the journal *M@n@gement* and insights on securing European research funding. The topics discussed included entrepreneurship, digitalization, CSR, and internationalization. The second symposium, “From Purpose to Impact,” explored purpose-driven strategies for societal transformation, moderated by Albena Björck and featuring Professor Colin Mayer, author of *Prosperity*, Professor Henk Volberda, and corporate leaders. In a vivid discussion the panel and its audience examined how businesses generate measurable societal impact through purpose-driven practices.

Another highlight was the social networking and the social event at Bath’s West Gate Bar drawing over 60 participants. Finally, the conference concluded with a wrap-up session, featuring an SIG award ceremony, approval of a new SIG team, and discussions on future initiatives. Attendees were encouraged to propose new events, collaborate with journals, and engage in EURAM projects. The event fostered robust dialogue, collaboration, and strategic planning, ensuring the continued evolution of the SIG-13 community.



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REPORT
2024

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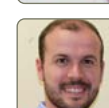
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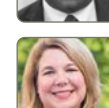
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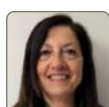
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Any person whose primary business or field of interest is relevant to the advancement of engaged scholarship and reflective management practice may become a EURAM Member.

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- > E-directory
- > Strategic Interest Groups
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- > 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	
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* 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.

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