

Now that I have had the chance to draft my first editorial as the new editor of JANZAM, let me bring you up to date with the innovations that I have been attempting with this journal. I will lace that commentary with discussion of the challenges we are facing in the brave new world of PBRF and RQF on either side of the Tasman.

2005 SUBMISSIONS

I am happy with the quality of submissions I have received this year. I am certainly happy with the quality of submissions that have been accepted for publication in this edition.

Of those submissions to JANZAM whose destiny has been decided, slightly less than 50% have been accepted. If acceptance rate is one criterion for journal quality, then I think that the quality of JANZAM is heading in the right direction already. Personally, I think that 'acceptance rate' is a somewhat malevolent measure of 'quality'. After all, a low acceptance rate is better than a high acceptance rate. In other words, rejecting articles is seen as a positive. Anyway, like it or not, it is out there as a measure.

Six stream best papers from the 2004 ANZAM conference have been submitted this year. One has been rejected, one accepted, four are still under review. I think that the annual ANZAM conference is a natural source of articles for JANZAM, and I will be soliciting submissions from all stream best paper winners at each conference.

IMPROVEMENTS TO JANZAM

I have spent much time on revamping the guidelines for authors to JANZAM. I have also revamped the guidelines for reviewers. All these guidelines make a point of comparing JANZAM with our sibling publications AMJ, AMR, AME and AMLE. I can add BJM with that illustrious company. In other words, the expectations of quality have been ramped up. And, I must say that authors and reviews have all risen to the challenge admirably. Hence, let me be explicit in saying that I am happy with the quality of both writing and reviewing for JANZAM this year.

Here are the improvements that I have implemented this year.

1. New editorial board. Following a call for expressions of interest I have formalised a cohort of colleagues who can help assist with this important part of journal work. I plan to add more high profile colleagues to the Board. Now that the pool of volunteers seems to be exhausted, I must resort to shoulder-tapping.
2. Clearer and tighter editorial guidelines. These are on the website for all to see.
3. Clearer and tighter review process.
4. Quicker review process. I ask all reviewers to respond within a month, and promise all authors a 60-day turnaround.
5. Solicited articles. These will cover a range of issues of concern to our colleagues in New Zealand and Australia.
6. Special editions. I have four special editions on track, and they are on the website.
7. New formats for articles, including practitioner issues and research journeys.
8. New Book Review editor. Chrys Gunasekara is doing a great job as Book Review Editor.

PRACTITIONER ISSUES

Katarina Hackman has taken on the role of Practitioner Issues Editor. She is Senior Manager Change Strategy for Group Risk & Compliance for Insurance Australia Group (IAG), Australasia's leading general insurance group. Katarina is also an Adjunct Professor with the Faculty of Business at the University of Technology, Sydney. Previously she held the role of Associate Researcher with the Centre for Corporate Change at the AGSM, University of New South Wales.

Over the past 15 years Katarina has worked in Senior Change, Organisation Development and Human Resource roles in multinational enterprises across a range of industries including manufacturing, food, publishing and financial services. She has also taught at a variety of universities and professional bodies in Australia and overseas. She is a Fellow of the Australian Human Resource Institute, a Fellow of the Australian Institute of Company Directors and an Associate Fellow of the Australian Institute of Management as well as holding membership of ANZAM and the American Academy of Management. She has a PhD in organisational behaviour from the AGSM.

Katarina's invitation to readers follows at the end of my editorial.

RESEARCH JOURNEYS

Sharon Kemp will be coordinating articles on the research careers of senior colleagues from around the world. These stories will be of benefit to experienced academics as well as to early career researchers. Anne Huff and Jean Bartunek are two colleagues whose research journeys will be forthcoming.

SOLICITED ARTICLES

Art Shulman will be providing an article in the next edition of JANZAM on the challenges of accreditation for Australasian universities. Highly placed people in both countries will also be approached to submit articles that will be of benefit to JANZAM readers.

PROFESSIONAL PUBLISHER

I have recommenced the challenge of obtaining the services of a professional publisher for JANZAM. To assure the future of JANZAM, we must have a professional publisher. Professional publishers like to see a high circulation before they take on a journal. JANZAM needs a professional publisher to get a higher circulation. Therein lies the paradox for us all. However, the electronic availability of journals in recent years has moderated that challenge somewhat. Although some publishers are still unsympathetic toward us, productive discussions are continuing with Elsevier. I hope to have a positive outcome in the near future.

THE CHALLENGES BEFORE US

We are facing the brave new world of RQF and PBRF. The PBRF and the United Kingdom's RAE valued publication volume. Both are facing their next iteration. Australia's Research Quality Framework appreciates 'quality' and 'impact' ahead of volume. It appears that low ranked journals will not attract high scores in either of our countries. Currently, JANZAM is a low-ranked journal. Therefore, the rational/empirical part of me says that JANZAM will find it difficult to attract quality submissions and as a consequence will stay as a low-ranked journal.

On the other hand, the idealistic and patriotic part of me says that we must persevere in our efforts to enhance both the quality and the impact of JANZAM.

It is our academy journal and our academy must have a journal.

If we allow New Zealand and Australian journals to be swamped by the high volume players in North

America and Europe, we are doing ourselves a disservice.

There is light at the end of the tunnel. After all, journal publication is still valued by the governments of both Australia and New Zealand. In Australia, it seems that refereed journal articles will be valued at the expense of conference papers. Therefore, there will still be much demand for publication vehicles such as JANZAM. If we maintain our efforts to produce quality articles and if we renew our efforts to have an impact on industry and on policy, we will all prosper.

In addition, let me pose a scenario that is often well received by audiences. Let's say an author submits an article to a so-called Tier 1 journal. Let's say that article is rejected, but the author receives detailed feedback. The author will implement the feedback and then submit a stronger article to JANZAM. JANZAM can be the beneficiary.

Thus far, by contrast, I think many junior colleagues have submitted lesser quality articles to JANZAM in the first instance, been rejected without sufficient constructive feedback, and left feeling confused and frustrated. I see that problematic situation changing.

I have found a great deal of enthusiasm from junior colleagues about the opportunities that JANZAM offers for people wanting to cut their professional teeth on journal work. But, to concentrate on junior colleagues would be to devalue what is still an Academy journal. We really need to aspire to loftier goals. JANZAM offers a huge opportunity for professional development for all academicians in New Zealand and Australia. These are opportunities that people may not normally have with overseas journals.

THE WAY AHEAD

The way ahead is for us to continue to insist on quality in the authoring and reviewing of JANZAM articles, and in the editorial process.

The way ahead is for senior academics to publish in JANZAM.

The way ahead is for us to have an impact on policy with the solicited articles that we publish. We must achieve quality and impact.

The way ahead is for us to publish outputs that are of value to our current and future membership of ANZAM.

The way ahead is to obtain a professional publisher who can assist us in updating the packaging and presentation of JANZAM.

The way ahead includes ongoing cohesive influence over the policy makers in government. That influence must come from bodies like ANZAM, the Business Academics Research Directors Network, and the Australian Business Deans Council, among others; and be reflected in what we publish in JANZAM.

We also need to be proactive with the PBRF and RQF policy makers. They need to know that JANZAM must get a high rating because it is our Academy journal. They need to be convinced that we must give New Zealand & Australian journals a high rating because they are central to New Zealand & Australian management scholarship. We genuinely risk losing our Australasian journals completely in this brave new world, if we again fall prey to cultural cringe and lose our journals to this academic imperialism from North America & Europe.

Let us all look forward to it.

Cheers,

Ken Parry

JANZAM Editor