

Dear ACREW members,

This year is going by quickly. We wish you all the best for the rest of 2008!

Helen, Anne, Peter, Chris & Trish

ACREW ADMINISTRATIVE SUPPORT

Kirsten set sail for her big adventure and she's now somewhere near the NSW-QLD border, so we currently have Trisha Pettit working in the ACREW office on Tuesdays. A request to advertise a 2-day per week position is being processed.

If you wish to contact the ACREW office, please email: acrew@buseco.monash.edu.au

ACREW TEACHING

Cathy Sheehan and Sue Mayson are the ACREW representatives on the Department Education Committee. The highlights from the Education Committee are:

- There are plans to review undergraduate and graduate programs –
 - At the graduate level a course committee for graduate HRM has been formed and although a formal review of graduate HRM courses is not scheduled until 2010, the group will this year conduct a self-review of the HRM program. The review will begin with consideration of the units offered: the appropriateness of the range and scope of the units and overlap between unit areas. Student input about unit offerings and gaps will also be sought later in the year.
 - There has been a change in the core HR units in response to the changes in the Work and Employee Relations core changes.
 - MGX 9220 Industrial and Workplace Relations or
 - MGX9180 Employee Relations
 - Has been replaced with a choice between
 - MGX 9220 Work and Employment Relations or
 - MGX 5610 Work and Employment Relations in a Global Context
- Graduate HRM units (MGX9850 and MGX5631) are being developed to be taught on the Malaysian campus as electives for the MIB program. MGX9850 HRM will be initiated in Semester 2 2008 and MGX5631 International HRM is scheduled to be included in Semester 1 2009.

RESEARCH GRANTS RECEIVED BY ACREW MEMBERS

Congratulations to ACREW members who received Department of Management research funding for 2008.

ADVISORY BOARD

The ACREW Advisory Board will meet again on May 19. Professor Rick Iverson will visit for this meeting and will conduct a research seminar on May 20. Rick will also participate in a roundtable on publishing strategies on May 19.

TRADE UNIONS CONFERENCE

ACREW is supporting the 2008 Trade Union Conference, which has the theme: 'Unions in the Twenty-First Century and Beyond: The Environment, Politics, and Education'. The 2008 conference continues a tradition initially established by the NKCIR in 1998, 2000, and 2002 and continued under the auspices of ACREW with conferences in 2004 at Melbourne Trades Hall and 2006 in Prato. The conference is unique in its focus on trade unions and in combining academic and trade unionist contributions in the one forum. The conference is of significance given the changing industrial relations landscape and the refocusing on trade union activities and achievements that extend beyond the workplace. The organisers are Dr Marjorie Jerrard, Dr Sandra Cockfield, and Dr Donna Buttigieg.

The conference will be the key ACREW event for 2008. It builds on established links between members of ACREW and trade unions and national and international trade union researchers.

ACREW VISITORS

Since the last Bulletin, there have been several visitors to ACREW -- Thanks to Peter Holland for organising the seminar series.

Fang Lee Cooke presented an ACREW seminar on 6 March: 'Managing diversity in India and China: Implications for western MNCs'. Fang is Professor of HRM and Chinese Studies at Manchester Business School, the University of Manchester. She is the author of *HRM, Work and Employment in China* (2005) and *Competition, Strategy and Management in China* (2008). Fang is a Distinguished Fellow of IAS (Institute for Advanced Study) 2008, La Trobe University, and the Inaugural ANBS (Australian National Business School) Fellow (2008), Australia.

E. Jeff Hill presented an ACREW seminar on 3 April: 'Work-Life Harmony: Productivity and Peace'. Jeff is an Associate Professor at Brigham Young University. He teaches classes in the School of Family Life as well as a Work and Family class in the Marriott School of Management. Before coming to BYU, Dr. Hill was a work and family subject matter expert at IBM where he pioneered many flexible work options including paternity leave, part-time employment, and telecommuting.

Chris Brewster was a Faculty visitor in April and presented an ACREW seminar on 10 April: 'Strategic HRM and the Employee Voice'. Chris is Professor of International HRM at the University of Reading, and Visiting Professor at Henley Management College, in the UK; and at Nijmegen University in the Netherlands. He had substantial experience as a practitioner and gained his doctorate from the LSE before becoming an academic. He researches in the field of international and comparative HRM; and has published over twenty books and more than a hundred articles.

Peter Turnbull presented a WERRC/ACREW seminar on April 30 on 'Partnerships Don't Match Up: A Reconsideration of "Labour Parity" Partnership Agreements'. Peter is from Cardiff Business School, Cardiff University and is currently visiting the Institute for Advanced Study, La Trobe University.

ACREW News Bulletin #3 - May 2008

Rick Iverson will visit in May 2008 and present an ACREW seminar on 20 May: 'The Process of Downsizing: Task Performance and Organizational Commitment as Layoff Criteria'. Rick is a Professor of HRM at the Faculty of Business Administration, Simon Fraser University. He received his PhD in Industrial Sociology from the University of Iowa. Rick has published over 50 refereed research articles and book chapters. He has undertaken more than a dozen consultancy projects on the causes and intervention strategies for the management of absenteeism and turnover in private and public sector organizations in Australia, Canada, and the US.

For further details of these seminars visit: <http://www.buseco.monash.edu.au/mgt/research/acrew/>

PUBLISHING ROUNDTABLE

On Monday, 19 May, several speakers including Rick Iverson, Julian Teicher, Helen De Cieri will participate in a roundtable discussion on strategies for publishing in high quality journals.

COMMISSIONED RESEARCH

Since 2005, ACREW has brought in around \$230,000 in commissioned research. ACREW members currently have several projects under proposal or negotiation for commissioned research. We'll let you know as matters progress.

OTHER ACREW RESEARCH

Chris Costa and Anne Bardeel are currently working with researchers from the Centre for Families, Work and Well-Being, University of Guelph, Canada on a comparative policy analysis of work-family policies in 9 countries including Australia, Canada, Indonesia, Spain, Taiwan, India, Israel, U.S.A. and Turkey. The University of Guelph have provided ACREW with \$10,000 to undertake part of the research.

ACREW MEMBERS IN THE MEDIA AND COMMUNITY

Julian Teicher has been very active, with numerous media appearances, including

- 'Sex discrimination in the Workplace', ABC 105.7, Darwin, 9 April 2008
- 'Industrial relations and public service in Victoria', ABC 774, Melbourne, 8 April 2008
- 'Sickie has been a fact of life', 3AW, Melbourne, 18 March 2008
- 'Why people do not work from home', ABC Radio 774, Melbourne, 10 January 2008
- 'Victorian Government promotes flexible hours to ease rail congestion', ABC News, 10 January 2008

The Work/Life Association have developed a web based resource called **Signposts** to assist decision-makers and practitioners develop effective work/life approaches which will serve organisations' differing business needs. The ACREW KPI Work/Life Checklist (developed by Helen, Sue and Anne) is featured on the site.

Go to <http://www.worklifeassociation.org/index.php?page=getting-started-2>

ACREW NEWS

If you have news you would like to be shared in a future ACREW Bulletin, please contact Trish at acrew@buseco.monash.edu.au.

