

## **ACREW**

### **Australian Centre for Research in Employment and Work**

#### **Bulletin #7 - May 2009**

#### **ACREW Membership: Responsibilities and Benefits**

##### **Contacts**

Any ACREW member may circulate a message to all members via:

[AllACREW.mgt@buseco.monash.edu.au](mailto:AllACREW.mgt@buseco.monash.edu.au)

The ACREW office can be contacted via: [acrew@buseco.monash.edu.au](mailto:acrew@buseco.monash.edu.au)

##### **ACREW Membership - Key Responsibilities**

- ACREW members are expected to give permission for their name to be included in membership lists (e.g., on website, in reports)
- ACREW members are expected to provide a brief list of their key research areas for inclusion in membership lists (e.g., organisational commitment, union strategy)
- ACREW members are expected to provide information when requested (e.g., for annual reports)
- ACREW members are invited to participate in activities (eg seminars, reading others' manuscripts and providing feedback)

##### **ACREW Membership - Key Benefits**

In many ways, ACREW provides a scholarly community for HR/ER/IR research within the Department. This is achieved through a wide range of informal and formal mechanisms, as detailed below.

##### **ACREW Board:**

The Board meets 4 times each year.

*In 2009:*

- At each meeting, an ACREW member will be invited to attend and present a 10-minute presentation of their current research.

##### **ACREW Conferences and Events:**

*In 2009:*

- ACREW supports a series of Union conferences and workshops. The next Unions workshop will be held in late 2009; The next Unions conference is planned for 2010. Marjorie Jerrard is the key contact for the Unions events.
- Prof Greg Bamber and Associate Professor Geter Gahan will co-ordinate a symposium in August 2009.
- Dr Ross Donohue and Dr Brian Cooper are planning to conduct a research methods workshop at the ANZAM conference to be held in Melbourne, December 2009.
- ACREW members seeking involvement in events should contact the named key person.
- ACREW members who wish to propose an event should contact Helen De Cieri. Any requests for funding will be subject to Dept of Mgt processes (eg. 'special initiatives funding' expected to be announced in May 2009)

### Information Sharing

- Up to 4 ACREW e-bulletins are circulated to ACREW members each year; these provide information about events, resources, etc.
- At least 2 ACREW members' meetings are held each year. [Members have indicated that they want meetings to be kept to a minimum]
- Additional activities such as research lunches have been held over summer.
- Any ACREW member may circulate a message to all members via: AllACREW.mgt@buseco.monash.edu.au
- Examples:
  - We circulate emails with information about forthcoming conferences, special issues of journals, and whatever else might be of interest to ACREW members and their students.
  - We circulate requests for, and offers of, research assistance that might be of interest to ACREW members and their students.
  - We have circulated information about journal rankings, eg ABDC list, [www.harzing.com](http://www.harzing.com)
  - We circulate information about research opportunities, research tenders, research grant deadlines, etc. Opportunities to join research projects (eg a research tender) arise on an *ad hoc* basis and are typically determined by an individuals' research interests and skills.

### Research Seminars and Visitors

- ACREW has a research seminar series (at least 6 per year). The seminars are organised by Dr Peter Holland, with administrative assistance by Clare Austin.
- *In 2009:*
  - ACREW members and HDR students are encouraged to attend the seminars. For each seminar, an email is sent directly to ACREW members, to the Dept HDR students, an item is placed in the faculty broadcast, and other ACREW e-mailing lists are used. ACREW seminars are posted on the ACREW website.
  - Where possible, Peter Holland will arrange for staff and HDR students to have individual meetings with the visitor to discuss their research.
  - Any ACREW member wishing to propose a research seminar (eg if you know of a visitor intending to come to Monash) should contact Peter Holland and Clare Austin. Note that at least 6 weeks' notice is preferred, in order to complete the required HR paperwork.
  - ACREW seminar presenters are invited to provide their slides to be placed on the ACREW website.
- For information about seminars, see the website or contact Peter Holland & Clare Austin.

### Research Writing Workshops

- ACREW members have been encouraged to attend the writing workshops conducted by Carla Taines. In the past, these workshops have been funded by the Dept of Management.
- *In 2009:*
- Any future workshops will be subject to Dept of Management funding decisions.

### Media Profile

- Several ACREW members have gained some profile in professional publications (e.g. AHRI magazine; Recruitment industry magazine, Monash publications, Monash website) and popular media.
- Any *ad hoc* requests for media comment are circulated to ACREW members as may be appropriate.
- We have in the past funded media training (provided by Monash media unit) for ACREW members. If there is sufficient interest, we may conduct this training again. This training requires at least 6 people to participate.

**Manuscript Reviewing and Editing:**

*In 2009:*

- If ACREW members are preparing a manuscript for submission to a journal, or an application for a grant, Helen De Cieri, Anne Bardoel and Peter Holland and other ACREW colleagues are willing to read and provide feedback and advice.
- Carla Taines is an experienced professional editor available for ACREW members to send manuscripts to for editing and advice before submission to a journal. Note: This is an **editorial service**, not a proof-reading service. As ACREW funding is limited, this service is restricted to submissions to high quality academic journals. All requests require a form to be completed and approved by the ACREW Director. The following terms will apply:
  - Requests for editing must be submitted with a completed request form
  - Requests for editing require ACREW Director's approval.
  - Outcomes (ie publication) are to be reported through ACREW.
  - We encourage each ACREW member to submit at least one paper to Carla in 2009.
  - Any more than three requests in 2009 by one person would be carefully reviewed – the person would probably be asked to fund subsequent requests from another source.
  - To utilise Carla's editing services, please contact Trish at [acrew@buseco.monash.edu.au](mailto:acrew@buseco.monash.edu.au)

**Research Methods and Statistics Advice:**

- [Available to whole Dept] ACREW members have access to Brian Cooper's extensive support, training, and mentoring activities, including training courses/workshops (e.g. Scale Development, NVivo, SPSS), one-on-one consultation on methods, review of methods/results chapters/papers, etc.

**Equipment and Resources**

- ACREW has digital recorders and a transcribing machine available for short-term loan to ACREW members and/or HDR students (for conducting research interviews). Contact [acrew@buseco.monash.edu.au](mailto:acrew@buseco.monash.edu.au)
- We have 'credits' with Listbank, a mailing list provider. If ACREW members and/or their HDR students wish to conduct a survey, they can obtain a mailing list (e.g., HR managers around Australia, CEOs in Victoria). This is free. Contact [acrew@buseco.monash.edu.au](mailto:acrew@buseco.monash.edu.au)
- We have a collection of scales that have been used in previous research to measure HR practices, HR systems, organizational performance [see ACREW website].
- [Available to all Dept of Mgt members] Brian Cooper has a software package from the Australian Bureau of Statistics, the 'Australian Geographic Codes'. This software can categorise Australian postcodes into 'metropolitan', 'regional', and 'rural'. This is apparently more reliable than asking participants to self-report their location category.

**Website**

The ACREW website includes research information under our core areas of research

- \* Human Resource Management
- \* Employment and Work
- \* Unions and Community
- \* Work and Life Program
- \* Managing People in Global Markets

Each area provides detailed information about current and past research projects, resources (e.g. journals, books, presentations, useful links, case studies, call for papers, publications).

The dis-establishment of WERRC and inclusion of some WERRC activities in ACREW will require additional changes to be made.