

# EDITORIAL

## KEN PARRY

Outgoing Founding Editor, *Journal of Management & Organization*

Let me tell you a story. When I was asked to take over JANZAM, I took the request on board with trepidation. Almost without exception, my colleagues referred to it as a ‘dog’, or as a ‘lousy’ journal or most humiliating of all, ‘Tier 5’. I thought, as most other people thought, that taking on the editorship of JANZAM would be a career-limiting exercise.

On the other hand, the only way it could go was up. Perhaps my colleagues would see me as courageous rather than just stupid. I did have the opportunity to implement some of the improvements that I had been nurturing for some years. I did have the opportunity to make it a better journal than it was. I thought that perhaps I could do a bit for my Academy, because after all, I had been promoting to junior colleagues for some years the need to do just that. Hell, it was ‘our’ journal, after all.

So, I did what all less-than-courageous people do. I took the two-bob-each-way option. I agreed to take it on for one year, because I hoped to have sabbatical after that. I had an ‘out’ clause. If worst came to worst, I could disband the journal and say, ‘Enough is enough. Let’s put JANZAM out of its misery’. Sure enough, I immediately got the reaction from colleagues that I feared. With rolled eyes they said things like, ‘Rather you than me, pal’. I got a 25-item

list of action plans from my colleagues on the ANZAM Executive. There was nothing surprising on the list. I just had to get a publisher to publish JANZAM for us. The big name academic publishers didn’t want to know us. Previous editors on JANZAM and previous Presidents of ANZAM knew that already. Our subscription base was too small.

With a sad heart, I was ready to go to the 2005 ANZAM conference in Canberra to announce that JANZAM was being disbanded. I felt I was letting down some wonderful colleagues who had put their hand up to help out on the editorial board. I still respect and admire them greatly, but I felt I was letting down not just them, but the whole of ANZAM.

And then, just as the future looked its darkest and bleakest, from the gloom appeared Jim Davidson, of eContent Management. Here was a publisher who was happy to take on our journal. Yes, I will say that again ... HAPPY to take on JANZAM!! Not only that, this was an Australasian publisher. Not only that, this was a publisher who had considerable experience with Sage and Elsevier and other big academic publishing houses. Not only that, but he lived and worked not far from where I lived and worked. This story was sounding more and more like a Hollywood plot where success is salvaged at the last minute from the jaws of impending failure. We had a professional publisher who could help us to realise the goals that we had set for our journal.

After years of contact between Jim Davidson and many members of ANZAM, both eContent Management and ANZAM were prepared to reinvest, so the *Journal of Management & Organization* was born. With the help of Peter Dowling, Neal Ashkanasy and Alan Brown, we put together a new journal. Organization was spelled with a 'z' and not with an 's', and we had an ampersand rather than 'and'. We had a big name international editorial board. Almost immediately we had even better articles being submitted. It turned out that I did not let down my colleagues as much as I expected that I would have to. Suddenly, our journal was rescued when it appeared doomed.

If you have read this far, you will know there is a moral to this story. I won't patronise you by telling you what it is. You are all smart people. You can work it out.

I can leave JMO knowing it is in good hands, better hands. Ray Cooksey is a grand colleague and an accomplished editor. Other accomplished colleagues also put their hand up to edit JMO. I am grateful to them. The ANZAM executive is grateful to them and will continue to support JMO. Jim Davidson will continue to publish JMO. The only way for JMO to go is still up. At the risk of pushing the Hollywood metaphor too far, I can ride off into the sunset knowing that our Academy journal is well looked after.

## RAY COOKSEY

Incoming Senior Editor, *Journal of Management & Organization*

I am delighted to be taking up the role of Senior Editor for the *Journal of Management & Organization* from January, 2008. I'd like to express my gratitude to the ANZAM Executive for the confidence they have shown in me by appointing me to this role. Ken Parry, as the inaugural Senior Editor, did a great job in steering the new course set for JMO during its metamorphosis from its predecessor, JANZAM. Ken's will be sizable shoes to fill. With acceptance rates now at about 50% JMO's status is climbing and its outreach is expanding. My central goal in taking over the helm will be to continue pushing JMO, on as many fronts as possible, as a high quality outlet for a diverse range of management and organisation-related research, commentary and education. Special issues on important and timely topics will continue to be a prominent feature of JMO. I will also embrace the opportunity and the challenge of advancing the aspirations of JMO to achieve international recognition as a journal that explicitly values and speaks to a diversity of perspectives, paradigms, methodologies, disciplines and audiences. In short, I see JMO as a distinctly 'multi-' journal and will work hard to maintain this distinctiveness.

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eContent Management Pty Ltd, PO Box 1027, Maleny QLD 4552, Australia  
Tel.: +61-7-5435-2900; Fax. +61-7-5435-2911; [subscriptions@e-contentmanagement.com](mailto:subscriptions@e-contentmanagement.com)  
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