

Labour and Industry: A journal of the social and economic relations of work

Call for Expressions of Interest

Editorial Team, 2025 to 2027



Labour and Industry is an innovative journal that offers a multi-disciplinary perspective on the social, organisational and institutional aspects of work and industrial relations. Expressions of Interest are now sought for editorship of *Labour and Industry* from 2025 to 2027.

1. The Journal

Labour and Industry is the official journal of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) and is published by Taylor and Francis.

The aims of the journal are to encourage debate and the exchange of views between researchers, to challenge the conceptual boundaries of work and industrial relations, and to contribute to the generation of new ideas by drawing on insights from diverse disciplines. It offers a multi-disciplinary perspective on all aspects of the social, organisational and institutional features of work and industrial relations.

The journal has an international reach through the articles it publishes and its editorial board. *Labour and Industry* is published four times per year, which includes a combination of contributed papers and special issues. One of the issues is an AIRAANZ conference special issue which is open to those who have presented at the conference in the preceding year.

Labour and Industry is listed on Scopus with a cite score of 2.6 (2023), up from 0.2 in 2022. The journal is currently ranked:

- 83/242 (Q2) in the Economics, Econometrics and Finance (miscellaneous) category,
- 27/60 (Q2) in the Industrial Relations category,
- 113/232 (Q2) in the Public Administration category,
- 135/230 (Q3) in the Organizational Behaviour and Human Resource Management category.

The journal is ranked 'B' on the Australian Business Deans Council (ABDC) Journal Ranking List and '2' in the Chartered ABS Academic Journal Guide ranking list. More information about the journal can be found here: <https://www.tandfonline.com/journals/rlab20>

2. Call for Expressions of Interest

AIRAANZ is seeking Expressions of Interest for an Editor/s-in-Chief, or Editorial Teams, to assume editorial responsibility for *Labour and Industry* for a three-year term (2025 to 2027 inclusive) commencing 1 January 2025, with eligibility for reappointment for a further three-year term.

Expressions of Interest are encouraged from prospective Editor/s-in-Chief/Editorial Teams from Australian and/or New Zealand institutions. An Editorial Team can include one or more Editor/s-in-Chief and, if necessary, Associate Editors (which may or may not include those already in position) to share the editorial load and widen expertise. The current Editorial Board (EB) will remain in place, though the appointed Editor/s may seek to refresh EB membership during their tenure in consultation with the *Labour and Industry* sub-committee of AIRAANZ.

Cross-institutional bids are welcome, provided bidders supply information about how editorial responsibilities will be shared. Prospective Editors should be financial members of AIRAANZ.

The newly appointed Editor/s-in-Chief/Editorial Teams will work alongside the current Editors-in-Chief from November 2024 in preparation to take up their positions from the start of 2025.

3. Role Description

The role of the Editors-in-Chief/Editorial Teams is to:

- Manage article submissions to enhance the standing and reputation of the journal
- Promote the journal through their networks
- Oversee special issues, including the AIRAANZ conference issue
- Liaise with the AIRAANZ Executive *Labour and Industry* sub-committee over journal strategy and operations
- Facilitate an annual editorial board meeting at the AIRAANZ conference
- Present an annual overview of the journal to AIRAANZ members through a report presented at the AIRAANZ conference AGM.

This role constitutes academic service to the profession and is unremunerated.

4. Publisher and administrative support

a. Taylor and Francis

The Editorial Team receives support from the publisher Taylor and Francis as well as ongoing support from Editorial Manager/s. The role of Taylor and Francis is to:

- Copy edit the journal
- Distribute the journal
- Publish articles online (as finalised).

Institutional subscriptions are payable to Taylor and Francis. Individual subscriptions are included in AIRAANZ membership and payable to AIRAANZ.

b. Administrative support

The role of Editorial Manager (administrative assistant) is currently shared following a new appointment in early 2024. The Editorial Managers are directly employed by AIRAANZ and report to the journal's Editors-in-Chief or nominee. The Editorial Managers are responsible for ensuring the smooth and efficient functioning of the Journal's editorial processes. The current Editorial Managers carry out the following roles:

- Co-ordinating and managing the editorial workflow submission system (including technical checks, assigning editors, distributing for review, and ensuring adherence to publishing guidelines)
- Corresponding with authors, guest editors, reviewers and liaising with Taylor and Francis on the production and publication of issues
- Managing the *Labour and Industry* contact database
- Providing a monthly status report to the Editorial Team of journal progress
- Providing ongoing support and training to special issue editors
- Providing editorial support for editorial meetings and preparation of annual reports
- Assisting in the management of the journal website

The new Editors-in-Chief/Editorial Teams are free to continue to employ the Editorial Managers per current contract arrangements. The current Editorial Managers are now sufficiently experienced to support the new editor/s in navigating the technical editorial manager system and offer general advice. Either party, AIRAANZ or the current Editorial Managers, may terminate this arrangement by providing four week's written notice to the other party.

c. AIRAANZ

The role of AIRAANZ includes:

- Appointment of the Editors-in-Chief/Editorial Teams and Editorial Managers for the Journal
- Use of its best endeavours to support the Journal
- To promote the Journal in journal ranking lists and its overall standing and reputation in the field
- To support and encourage quality submissions to the Journal

5. Contract and finances

The publishing contract is between AIRAANZ and Taylor and Francis. The latest contract began on 1 January 2023 for a three-year term, with an automatic renewal of a further three years with 12 months' notice to terminate. A copy of the current contract will be made available to anyone genuinely interested in submitting an Expression of Interest, on a confidential basis.

The current Editorial Team acts, and the new Editors-in-Chief/Editorial Teams will act, as AIRAANZ's agent in relation to the contract with Taylor and Francis. It is important that potential Editor/s have a good understanding of the publishing contract.

Monies from Taylor and Francis are paid to AIRAANZ and cover editorial expenses, specifically administrative assistant wages. These are paid at an hourly rate following receipt of an invoice to the AIRAANZ Treasurer, to which the Editor/s will be copied in.

The annual financial position of *Labour and Industry* is reported to the AIRAANZ Executive and the AGM each year in February. AIRAANZ also requires that records be subject to external audit at regular intervals.

6. Selection Criteria

Applicants for this opportunity will have a strong track record in research, scholarship and publication in areas relevant to the Journal as well as a high professional reputation and standing in the field. Along with other necessary information (see 7. *Submission Information* below), the Expression of Interest should address the following criteria:

1. Capacity of the Editors-in-Chief/Editorial Teams to provide expert editorial support of a high academic standard.
2. Proposed approach to achieving the aims of the Journal, including ideas and plans for enhancing the standing and reputation of the journal
3. Capacity of the Editors-in-Chief/Editorial Teams to further develop the Journal and elevate its standing and/or ranking, including special symposia, special issues, or any other editorial innovations.
4. Institutional support for the proposal.

7. Submission Information

The Expression of Interest should include the following information:

1. Names of potential Editors/Editorial Team, including the Editors-in-Chief.
2. Current University Affiliations.
3. Relevant skills and background, including any editorial experience and/or research leadership experience.
4. Where and how editorial responsibility will be shared across the team and, if relevant, departments and institutions.
5. A full response to the selection criteria (see 6. *Selection Criteria*).

Expressions of Interest should be sent via email and addressed to:

Labour and Industry Editorial Selection Committee (please include in **Subject Line**)
c/- Secretary, AIRAANZ
Email: lisa.heap@australiainstitute.org.au

Prior to an Expression of Interest, interested applicants are welcome to contact the Editorial Selection Committee Chair in the first instance to clarify aspects of the role and the journal's operations (see contact details at 9. *Editorial Selection Committee*).

Prospective applicants may wish to informally contact the current *Labour and Industry* Editors-in-Chief for further information about the role:

- Professor Jim Arrowsmith, Massey University. E: j.arrowsmith@massey.ac.nz
- Professor Jane Parker, Massey University and Senior Researcher ETUI. E: j.parker@massey.ac.nz

- Associate Professor Noelle Donnelly, Victoria University of Wellington. E: noelle.donnelly@vuw.ac.nz

8. Key Dates and Selection Process

Expressions of interest will be open during August and September 2024. Applications will close on **30 September 2024**. Shortlisted applicants will be invited for online interview in October 2024.

The Editorial Selection Committee will make a recommendation to the AIRAANZ Executive Committee. A final decision will be made by the AIRAANZ Executive Committee in November 2024. Once a final decision is made, notification will be made to the successful applicant/s via written correspondence, to facilitate succession from the current editorial team.

The decision will be formally announced at the 2025 AIRAANZ Annual General Meeting to be held during February 2025 in Wellington, New Zealand.

9. Editorial Selection Committee

The Editorial Selection Committee will comprise the *Labour and Industry* Sub-Committee of AIRAANZ. Members of the Editorial Selection Committee include:

- **Dr Mihajla Gavin**, Senior Lecturer, University of Technology Sydney. Chair, Editorial Selection Committee and AIRAANZ Vice-President. E: mihajla.gavin@uts.edu.au
- **Dr Sue Williamson**, Associate Professor, UNSW Canberra. AIRAANZ Executive Committee and Past AIRAANZ President. E: sue.williamson@unsw.edu.au
- **Dr Noelle Donnelly**, Associate Professor, Victoria University of Wellington. Editor-in-Chief *Labour and Industry* and Past AIRAANZ President. E: noelle.donnelly@vuw.ac.nz
- **Dr Lisa Heap**, Senior Researcher, Centre for Future Work and AIRAANZ Secretary. E: lisa.heap@australiainstitute.org.au
- **Udaya Rathnayake**, Doctoral Candidate, University of Wollongong, and Postgraduate Representative AIRAANZ Executive Committee. E: ggupr082@uowmail.edu.au
- **Dr Mahan Poorhosseinzadeh**, Lecturer, Edith Cowan University, and Communications Officer AIRAANZ Executive Committee. E: m.zadeh@ecu.edu.au

Per the Terms of Reference for the *Labour and Industry* Sub-Committee, none of the Editorial Selection Committee will be:

- Currently employed at or otherwise directly associated with the institutions represented in the bid; and
- Currently an editor for another journal.

Should the *Labour and Industry* Sub-Committee receive an Expression of Interest from the institution of a Sub-Committee member, that individual will be recused from the Editorial Selection Committee and relevant decision-making processes, and a new member appointed from the wider AIRAANZ Executive Committee.