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THE UNIVERSITY OF
WAIKATO
Te Whare Wānanga o Waikato

MANAGEMENT SCHOOL
Te Raupapa

A reference letter for Orneita Burton

5 September 2015

To whom it may concern,

It gives me great pleasure to provide this reference for Associate Professor Orneita Burton. I have known Orneita for three years as we both serve on the executive committee of the Management, Spirituality and Religion interest group of the Academy of Management. It is in this capacity that I provide this reference.

The Academy of Management (AOM) is the largest and most prestigious global academic organisation exploring management scholarship. It has 24 divisions and interest groups, one of which is the Management, Spirituality and Religion group (MSR). Orneita's elected appointment to the five year leadership and governance track of this group is an indication of the high regard she is held in this field.

The role Orneita has held over the last four years relates to leadership and governance of the MSR group. It began with responsibility for the professional development programme of AOM, the following year she was responsible for the scholarly programme, and the last three years of tenure relates to overall leadership and governance of MSR. Orneita took on the Chair role at a time when MSR needed revitalisation, and over the last 12 months, the membership grew by over 10%. Orneita's leadership is also evident in her attention to detail, with appropriate systems and processes having been developed which has created a coherent executive team, and a vibrant community.

I have always been impressed with Orneita's professionalism. She thoughtfully listens to a conversation, and then she will provide articulate, concise and wise advice. This is always objective and fair - often in contrast with others who will speak a lot but not necessarily wisely. In this capacity

I have been able to see her administrative, strategic and organisational competency. I have only ever witnessed Orneita perform with integrity which clearly indicates that she actively practices her Christianity. In her leadership capacity of MSR, there have been times that call for careful management of potential conflict and Orneita has demonstrated an ability to manage these issues sensitively and with integrity, without backing away from the issues.

I can also make a brief comment on her scholarship. As an associate editor of a journal, I have invited Orneita to review some tricky manuscripts over the years. Orneita's reviews have been thorough, insightful and clearly indicate where scholarly contributions can be made. They have also been professional and timely.

I hope this provides a brief overview of the high regard I have for Orneita regarding her service and leadership capacity. I believe that she has demonstrated outstanding leadership over the last four years in a significantly important institution that shapes our scholarship, AOM. This commitment is demanding in both time and leadership, and a role that is often not recognised by those not associated with the Academy.

I wish Orneita the best in her promotion application. I have only seen Orneita perform with integrity and competency. Thank you for the opportunity to comment on her accomplishments.

Sincerely,

A handwritten signature in dark ink on a light-colored, slightly textured background. The signature is written in a cursive style and appears to read 'Kathryn Pavlovich'.

Kathryn Pavlovich