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PDW

CAR ‘Meet the Editors’ Panel Discussion

Academy of Management, Boston/USA, 2023

PRIMARY SPONSOR: CAREERS DIVISION

Potential Co-Sponsors: HR, OB, OMT

Organizers: Janine Bosak (Dublin City University Business School/Ireland)

Silvia Dello Russo (LUISS Guido Carli/Italy)

Eric Michel (Northern Illinois University/USA)

Sherry Sullivan (Bowling Green State University/USA).

ABSTRACT

Publishing in top tier management journals is a primary means by which our research work is disseminated as new knowledge to scholarly ‘conversations’. Publishing in top journals is also critically important to career success in academia. Yet careers scholars may still find it challenging to decide which mainstream journal to target to best place their career-focused papers. Awareness of how these journals vary in their positioning, review processes and appetite for careers research are important subjects for careers scholars making tough choices about where to submit their work. The goal of this PDW is therefore (a) for the panellists to share information regarding the publishing of careers research in top generalist journals from management and HRM (here, *AMJ*, *JOB*, *JOM*, *JAP*, *Human Relations*, *HRM*); and (b) for participants to have their burning questions answered. The panel will consist of four editors-in-chief, one associate editor and one senior editor.

Each editor will provide a short overview of their journal (e.g., vision, scope, characteristics of an 'ideal' paper, review process), followed by Q&A in order to engage the audience. Following the Q&A, we will have breakout groups to ask more specific questions, time permitting. This format will allow participants to ask the editors more targeted questions, while in a comfortable and psychologically safe environment.

Keywords: editors, publishing, top tier, journals, career success

RELEVANCE OF THIS PDW TO THE CAREERS DIVISION

One of the most prestigious forms of publication is in a top tier journal paper and this PDW will help careers scholars to choose from and to publish in such journal outlets. Abundant evidence exists that there is not only increasing pressure for scholars to not just publish, but to publish in top journals. Although publicly available information exists from a variety of journals that could be good homes for careers research, it nonetheless can still be difficult for careers scholars to discern the appropriate top journals to submit to in order to (hopefully) publish their work. The objective of this Professional Development Workshop is to facilitate a discussion between two groups – editors-in-chief/associate/senior editors from top journals who tend to review careers submissions and careers scholars who intend to publish in such journals and who would like to have their burning questions answered. This PDW will yield benefits for both members of the Careers Division and the Careers Division more generally. The PDW is likely to be hugely beneficial to our members given that top tier journal publications are critical for objective career success in form of hiring, promotion, salary and tenure decisions as well as enhance individual feelings of subjective career success, including job and career satisfaction. In addition, research output published in top outlets further enhances the Careers Division's reputation as well as that of our member-authors, potentially increases school and department rankings and reputation, which in turn helps the Careers

Division to attract new members and schools to attract candidates for open positions. To enhance this virtuous cycle, we have secured commitments from a cross-section of editors-in-chief/associate/senior editors, who hold editorial positions in top tier management outlets (*Academy of Management Journal*, *Journal of Organizational Behavior*, *Journal of Management*, *Journal of Applied Psychology*, *Human Relations*, and *Human Resource Management*), and who tend to have responsibility for careers-related submissions. These panellists are happy to share information about their journals as it relates to careers scholarship along with their insights on suggested key topics related to publication appropriateness for their journals, including submission volumes, rates, and trends, as well as tips on developing a careers papers into publications at their journals.

FORMAT OF THE WORKSHOP

This workshop aims to cultivate and enhance professional development in two important ways – first, it aims to help careers scholars to make informed decisions about the type of journals to which they may want to submit their work; and second energize participants to aim for top-tier journal outlets and not be discouraged by their more mainstream and less career-focused nature. Consistent with these aims, the workshop will follow a simple structure that aims to be both informative and interactive, while maximizing the use of the 1 ½ hours requested.

In terms of structure, following a brief introduction by the session organizers, each Editor-in-Chief/Associate/Senior Editor of the top-tier journals represented will give a short presentation on their journal for approximately 5-7 minutes; suggested topics include for example their journal's vision and goals; scope; positioning (including as it relates to careers topics), number of submissions, rejection rates and turnaround timeframes; the review process; and characteristics of an 'ideal' paper, recent career-related articles that have been published. To engage the audience, an open Q&A will follow, which will be facilitated by the session organizers. After Q&A, we will

have journal-specific breakout groups to allow participants to ask their burning questions and get more specific feedback, time permitting. This is a session where everyone will feel comfortable and “safe” to ask what they have always wanted to know about the journal submission process as well as how to best shape and present their careers-related topics.

OVERVIEW OF THE WORKSHOP

The aim of this ‘Meet the Editor’s Panel Roundtable’ is for participants to get the unique opportunity to meet and hear from editors of some of the top-tier management journals about (a) expectations of editors for potentially publishable papers; (b) the journal submission process; and (c) the journal review process. The workshop will be chaired and facilitated by members and volunteers of the Career Division, that is, Janine Bosak (Dublin City University Business School/Ireland), Silvia Dello Russo (LUISS Guido Carli/Italy), Eric Michel (Northern Illinois University/USA) and Sherry Sullivan (Bowling Green State University/USA). The organizers successfully secured the commitments from a cross-section of editors-in-chief/associate/senior editors, who hold editorial positions in top tier management outlets (*Academy of Management Journal*, *Journal of Organizational Behavior*, *Journal of Management*, *Journal of Applied Psychology*, *Human Relations*, and *Human Resource Management*), and who tend to have responsibility for careers-related submissions. These panellists are happy to share information about their journals as it relates to careers scholarship along with their insights on suggested key topics related to publication appropriateness for their journal, submission volumes, rates and trends, as well as tips on developing careers papers into publications at their journals.

The journals represented and anticipated speaking order of the secured panellists is as follows:

1. **Marc Gruber**, Editor-in-Chief, *Academy of Management Journal*
2. **Christian Resick**, Editor-in-Chief, *Journal of Organizational Behavior*

3. **Gerry McNamara**, Senior Editor, *Journal of Management*
4. **Smriti Anand**, Co-Editor-in-Chief, *Human Relations*
5. **Jonas Lang**, Associate Editor, *Journal of Applied Psychology*
6. **Howard Klein**, Co-Editor-in-Chief, *Human Resource Management*

Here are brief bios of each panellist:

Marc Gruber, Editor-in-Chief, *Academy of Management Journal*

Marc Gruber is full professor at the College of Management of Technology at the Ecole Polytechnique Fédérale de Lausanne (EPFL), Switzerland, where he holds the Chair of Entrepreneurship and Technology Commercialization (since 2005) and served as Vice President for Innovation (2017-2021). He is the Editor-in-Chief of Academy of Management Journal (AMJ), the highest ranked empirical research journal in the management domain, and previously served as an Associate Editor (2013-2016) and Deputy Editor (2016-2019) at this journal. Furthermore, Marc is co-author of the book “Where to Play: 3 Steps for Discovering Your Most Valuable Market Opportunities”, which introduces the Market Opportunity Navigator – a practical business tool that was recently added to the ‘Lean Startup’ toolset by Steve Blank and is used by tens of thousands of startups and established firms to improve their capabilities in opportunity identification and new wealth creation. Marc Gruber joined EPFL in the fall of 2005 coming from the Munich School of Management, University of Munich (LMU), where he held the position as vice-director of the Institute of Innovation Research, Technology Management and Entrepreneurship and established the LMU’s Center for Entrepreneurship. He has held several visiting scholar posts at the Wharton School, University of Pennsylvania, where he conducts research on technology commercialization and entrepreneurship. He was also a visiting professor at the Business School of Imperial College, London. Marc has published his research on innovation, strategy and entrepreneurship in several leading journals such as the Academy of Management Journal, Management Science, Strategic Management Journal, and the Journal of Business Venturing. In an independent research study on the most impactful entrepreneurship scholars (Gupta et al., 2016), Marc was ranked as the worldwide #1 researcher in entrepreneurship for the 2005-2015 period (shared #1 spot), and among the worldwide top 5 for the 2000-2015 period.

Christian Resick, Editor-in-Chief, *Journal of Organizational Behavior*

Dr. Christian Resick is an Associate Professor of Management at Drexel University’s LeBow College of Business and an affiliated faculty member of the FIRST center in the Dornsife School of Public Health. His research focuses on the social and cognitive psychological processes associated with leader influence, teamwork, and organizational culture and climate. Leadership is a primary focus of Christian’s research, where his work examines the strategic influence of executive leaders, the roles of team leadership and human capital in promoting knowledge sharing, adaptation and coordination in teams and multiteam systems, and the linkages between leadership and organizational contexts (norms, climates, culture, etc.) along with their implications for employee motivation, morale, and ethical conduct. The implications of personality traits and values are a common theme across his areas of interest. His work has

appeared in leading journals such as the *Journal of Applied Psychology*, the *Academy of Management Journal*, *The Leadership Quarterly*, the *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, the *Journal of Management Studies*, *Human Relations*, and the *Journal of Business Ethics*. Christian is the Editor-in-Chief for the *Journal of Organizational Behavior*. He also sits on the Editorial Boards of the *Journal of Applied Psychology*, *The Leadership Quarterly*, *Organizational Behavior and Human Decision Processes*, *Human Relations*, and the *Journal of Leadership and Organizational Studies*. He received his Ph.D. in Organizational Psychology from Wayne State University in Detroit, Michigan. Previously, Christian was a Compensation Consultant for Buck Consultants.

Gerry McNamara, Senior Editor, *Journal of Management*

Gerry McNamara is the John H. McConnell Professor of Management at Michigan State University. Dr. McNamara received his PhD from the University of Minnesota. His research examines the effect of leader attributes, organizational characteristics, and market pressures on strategic perceptions, impression management actions, and strategic decisions. His research has been published in leading journals, including the *Academy of Management Journal*, the *Strategic Management Journal*, *Organization Science*, the *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, the *Journal of Management*, the *Academy of Management Annals*, and the *Journal of International Business Studies*. His research on mergers and acquisitions has been abstracted in the *Wall Street Journal*, *New York Times*, *Economist*, *Harvard Business Review*, *Daily Stat*, and *Business Week*. He is a co-author of the textbook *Strategic Management: Creating Competitive Advantages* with Greg Dess, Alan Eisner, and Steve Sauerwald. Dr. McNamara is the incoming Senior Editor for macro-organizational research at the *Journal of Management*. He previously served as an Associate Editor for the *Academy of Management Journal* and the *Strategic Management Journal*.

Smriti Anand, Co-Editor-in-Chief, *Human Relations*

Dr. Smriti Anand is the co-Editor-in-Chief for *Human Relations* (ABDC Journal Ranking: A*; Listed in Financial Times' FT50). Dr. Anand is an Associate Professor of Management at Illinois Institute of Technology's Stuart School of Business in Chicago, IL. Her research interests include leadership, diversity, and non-traditional work arrangements (i-deals) with particular focus on multi-level and cross-cultural frameworks. Her research has been published in leading journals of management, such as the *Academy of Management Journal*, the *Journal of Applied Psychology*, and *The Leadership Quarterly*. Dr. Anand has 10+ years of high-tech industry experience in diverse areas such as electrical and software engineering, product development, and marketing at firms such as Information Resources, Inc. and Motorola, Inc. Her professional experience includes managing globally spread cross-functional teams to lead several projects and products from concept to field launch stage.

Jonas Lang, Associate Editor, *Journal of Applied Psychology*

Jonas W. B. Lang is an Associate Professor in the Department of Personnel Management, Work and Organizational Psychology at Ghent University. His research interests focus on multilevel models, adaptability, psychometrics, cognitive abilities, and motivation, and has been published by a couple of journals including the *Journal of Applied Psychology*, *Personnel Psychology*, *Psychological Review*, and *Organizational Research Methods*. Jonas received his psychology

degree from the University of Mannheim in 2004 and his doctorate from RWTH Aachen University (2007). Jonas is currently affiliated with the Business School of the University of Exeter and serves as an Associate Editor for the Journal of Applied Psychology (2020-) and as the Editor-in-chief for the Journal of Personnel Psychology (2020-). He previously was an Associate Editor for Organizational Research Methods (2017-2019). For his research, Jonas received the 2011-2012 Innovation Award from the Work, Organizational and Business Psychology Division of the German Society of Psychology (DGPs) Jonas was also author on papers that received the 2019 Jeanneret Award for Excellence in the Study of Individual or Group Assessment and the 2020 Joyce Hogan Awards. His research has been funded by the GRE Board of the Educational Testing Service, and the Flemish science foundation. His research has been published in leading journals such as for example the Journal of Applied Psychology, the Annual Review of Organizational Psychology and Organizational Behavior, Organizational Research Methods, Personnel Psychology, and Psychological Review.

Howard Klein, Co-Editor-in-Chief *Human Resource Management*

Dr. Howard J. Klein is a professor of management and human resources at the Fisher College of Business at The Ohio State University. His research interests center on the commitment, motivation, and performance of individuals and teams through the study of workplace commitments, socialization, goal setting, training, and performance management. Professor Klein has authored more than 65 articles and book chapters and made over 80 presentations at scholarly conferences on these and other topics. He has also edited a book on Commitment in Organizations. His articles have been published in outlets including the Academy of Management Review, Academy of Management Journal, Journal of Applied Psychology, and Personnel Psychology and, according to Google Scholar, have been cited over 16,000 times. Professor Klein has received multiple awards each for his research, teaching, and service. He teaches courses in talent acquisition, training and development, HR analytics, human resource management, organizational behavior, and research methods at the undergraduate, masters, and doctoral levels. Professor Klein serves as co Editor-in-Chief for Human Resources Management, served as Editor-in-Chief for Human Resources Management Review and serves, or has served, on several other editorial review boards including the Academy of Management Discoveries, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Personnel Psychology. He is a past Chair of the Human Resources Division of the Academy of Management and served on the Board of Directors for the Society for Human Resource Management (SHRM) Foundation and was Board Chair. Professor Klein is a fellow of the American Psychological Association, the Association for Psychological Science, and the Society for Industrial and Organizational Psychology and a member of the Society of Organizational Behavior.

Following a brief introduction, the panellist's will each speak for 5-7 minutes addressing questions such as follows:

- 1.) *What are the journal's goals and objectives?*

- 2.) *What type of papers is the journal looking for (e.g., empirical, theory paper, intervention studies)?*
- 3.) *Why should career scholars consider this journal for their work and how can they best position it?*
- 4.) *What are the characteristics of an “ideal” paper (e.g., amount of theory, methods)?*
- 5.) *How many papers are submitted and accepted annually and what is the desk rejection rate and overall rejection rate?*
- 6.) *What does the review process look like (e.g., number of reviewers, length of process)?*

After all panellists have individually spoken, the session organizers will facilitate an open Q&A to engage the audience. After Q&A, the session organizers further aim to have journal-specific breakout groups, time permitting – these breakout groups would allow participants to ask their burning questions and get more specific feedback.

ORGANIZER’S STATEMENT

We have received statements from all intended participants agreeing to participate for the entire workshop, and that these participants are not in violation of the *Rule of Three + Three*.