

FROM THE EDITORS

STRENGTH AS THE FOUNDATION FOR CONTINUING SUCCESS

With this issue, *AMJ* officially enters the second half of its first century. Impressively, *AMJ* is engaging its second 50-year period from a position of great strength. The *Journal* continues to receive papers from scholars throughout the world; it is publishing work that is contributing to the management field's knowledge stock while simultaneously having positive influences on the design and completion of future empirical studies; and it is supported by a diverse group of individuals who care deeply about its growth and development. Another indicator of strength, *AMJ*'s impact factor score (as calculated by using the ISI Web of Knowledge journal citation reports for year 2006), remains strong. These are indeed good times for *AMJ*!

This February issue also marks the beginning of the service of a new editorial team and a new editorial review board as a vital part of that team. I am honored and pleased to introduce the new team to you, beginning with the associate editors: *Peter A. Bamberger* (Technion–Israel Institute of Technology), *Jason A. Colquitt* (University of Florida), *K. Michele (Micki) Kacmar* (University of Alabama), *David J. (Dave) Ketchen Jr.* (Auburn University), *Elizabeth W. Morrison* (New York University), *Michael (Mike) G. Pratt* (University of Illinois), *Wm. Gerard (Gerry) Sanders* (Brigham Young University), and *Wenpin Tsai* (The Pennsylvania State University). These individuals have distinguished records both as ad hoc reviewers for this journal and as members of multiple editorial review boards. Moreover, several of these individuals have won Best Reviewer Awards from *AMJ*. I am deeply grateful for the opportunity to work closely with each of these colleagues and am very appreciative of their willingness to serve this journal.

Others also serve *AMJ* as part of the editorial team. *Persephone (Seph) Doliner* (Ithaca, New York) continues her excellent service as our copy and production editor. Seph has worked with *AMJ* for many years and very positively facilitates our collective efforts to present empirical scholarship in *AMJ* in an accessible yet fully professional manner. *Michael (Mike) P. Malgrande* is our managing editor. Previously, *AMJ*'s managing editor was located at the editor's school. For the first time, the managing editor is a member of the Academy of

Management's staff and is physically located at the headquarters' office in Briarcliff Manor, New York. Among other positive outcomes looked for with this new arrangement is greater continuity in *AMJ*'s operations across editorial teams. Mike joins us with a wide range of experiences in the publishing industry. We continue using Manuscript Central to support the *Journal*'s full electronic editorial process. Mike is our primary contact for the use of this system. We are indeed fortunate to receive the extremely professional support Seph and Mike provide on a daily basis.

I am also extremely pleased to introduce the new editorial review board (ERB) to you. Listed on the masthead as well as on *AMJ*'s Web site, your new ERB is a mixture of individuals who kindly agreed to serve another term with *AMJ* and scholars who are committing to an initial appointment to the board. As you may know, *AMJ* has long used a merit- or performance-based system as the foundation for forming its review board. In this regard, the people comprising the ERB have either previously served with dedication and skill as members of the board or have provided excellent service as ad hoc reviewers.

Because *AMJ* is an important part of the Academy of Management and of the scholarly management landscape, the service of each individual member of the editorial team is vital to the academic community. Please join me in welcoming the new *AMJ* team and thanking them for the commitment their acceptance of the role each is filling demonstrates.

EXRESSING APPRECIATION

AMJ is a healthy journal publishing high-quality empirical management research. Obviously, its standing is the product of hard, dedicated effort on the parts of a host of scholars who have submitted their best work for consideration and/or served as reviewers and editors. Please allow me the privilege of extending a collective "thank you" to this body of individuals who have given a great deal of outstanding service to *AMJ*. Thanking each individual personally is obviously not possible. Please know that your contributions are recognized and highly valued. We all benefit from the foundation you have developed for *AMJ*.

I would like though to express my personal appreciation of and admiration for the excellent service given by Sara L. Rynes and her editorial team. Sara and her team formally completed their work with *AMJ* at the close of calendar year 2007. Sara worked tirelessly to champion *AMJ* and to make certain that it remained a premier outlet for publishing empirical management research. The *Journal* and the field will continue to benefit because Sara devoted so much time and energy to championing and supporting a publication in which she believes deeply. Sara's associate editors also worked tirelessly to create scholarly value as they so capably discharged their responsibilities. Please join me in expressing our sincere appreciation to these colleagues for their achievements as associate editors: *Amy Hillman* (Arizona State University), *Bradley (Brad) L. Kirkman* (Texas A&M University), *Kenneth (Kenny) S. K. Law* (Hong Kong University of Science & Technology), *C. Chet Miller* (Wake Forest University), *Nandini Rajagopalan* (University of Southern California), and *Debra L. Shapiro* (University of Maryland). I too served as an associate editor for Sara and was honored to do so. By example, Sara and her associate editors provided a rich environment that was full of opportunities to learn and grow. I hope that I have been able to absorb much of what you made available to me, and I thank you for the chance to be a part of the team and to work with you over what has been a wonderful three-plus years.

Additionally, I want to express my sincere and heartfelt appreciation to Sara, her associate editors, and Kathy Escher (Sara's managing editor) for the significant amount of help they have willingly and cheerfully provided as we transitioned to the new editorial team. Finally, I wish to highlight our heartfelt appreciation to Martin G. Evans (University of Toronto) for his outstanding service as the *Journal's* Windex (Web and index) editor. Martin's dedicated efforts have greatly enhanced *AMJ's* Web site. We owe a great debt of gratitude to Martin for his contributions. He has created an excellent foundation for *AMJ's* Web site—a foundation on which future enhancements can be built.

To close these introductory comments, let me say that I am truly honored to be selected to serve as *AMJ's* editor for a three-year period. There are so many reasons for how honored I feel by this selection and the opportunity to serve it represents; however, my deep, deep respect for *AMJ* and for all of those who have served and contributed to our journal in its first 50 years, and the chance to work with the new editorial team and with those who will submit their work to *AMJ* are foremost. I am extremely grateful for the opportunity to serve the

entire group that cares about *AMJ*. I will try very hard to meet your expectations and am very appreciative of your support.

GOALS

Because of *AMJ's* current strength and standing among scholarly journals, I do not plan major changes in the foreseeable future. I envision my role to be primarily that of supporting and nurturing our great traditions and trying to help *AMJ* create even more value by publishing empirical research with the potential to make significant theoretical and empirical contributions. In this sense, the conceptualization I have of my responsibility mirrors that of former editor Rick Mowday: "I see my job as continuing in the tradition of my predecessors to improve the quality of the *Journal* by attracting the best manuscripts, selecting the highest-quality papers from among those submitted, and helping authors develop and communicate their research" (1988: 5).

I am also very positively affected by a description of *AMJ* that Tom Lee included in his first *From the Editors*. Tom observed that "throughout our history, *AMJ* has always sought to be the empirical journal of first choice for AOM members" (Lee, 2002: 9). The new editorial team recognizes the importance and value of remaining the "empirical journal of first choice for AOM members." Reaching this goal today is challenging in that scholars can choose to submit their work to an increasingly large set of journals. Nonetheless, we clearly want *AMJ* to be your first and strong preference when you decide to submit your high-quality empirical management research. To merit receiving your best scholarship, we in turn understand and accept the reality that *AMJ* must create value for you. We believe that *AMJ* does so in the form of what Tom Lee (2002: 9) identified as three "distinct competitive advantages": (1) excellent-quality and (2) quick feedback and (3) a large audience. Let me offer a few thoughts about each of these advantages.

Appointing individuals to the ERB who have served with distinction and excellence as ad hoc reviewers is the cornerstone for our ability to provide authors with *high-quality feedback*. Identically, we seek to locate and utilize the talents of ad hoc reviewers who are publishing their work in the most prestigious journals, including *AMJ*. As noted above, ad hoc reviewers who consistently demonstrate an ability to provide timely, constructive, and developmental feedback to authors and editors earn an appointment to the ERB. When assigning reviewers (both from the ERB and the ad hoc database), the editorial team tries to very carefully

match reviewer interest and expertise with a manuscript's content and methods. One of the goals we seek to reach is to provide authors feedback with the potential to improve their work, regardless of the editorial decision.

AMJ continues to receive a large number of manuscripts every year. Nonetheless, each member of the editorial team is committed to working diligently so we can provide *timely feedback* to authors. History shows that *AMJ* has been able to simultaneously achieve the goals of high-quality and timely feedback. Sara Rynes wrote that "*AMJ* has become a benchmark for providing timely, high-quality, developmental feedback to authors" (2005: 9). As noted, your new editorial team is strongly dedicated to maintaining this important tradition.

Finally, the large-audience advantage that *AMJ* can provide derives from the fact that work published in *AMJ* reaches all AOM members as well as non-AOM scholars interested in empirical management research. At the time of writing this commentary, the AOM had 17,199 members, showing that work published in *AMJ* is widely distributed to scholars throughout the world.

The associate editors and I are strongly committed to completing our tasks in ways that will support continuing use and reinforcement of the *Journal's* three principal competitive advantages: high-quality, developmental feedback, timely turnaround, and widespread publication.

***AMJ's* Mission**

AMJ's mission statement begins the *Information for Contributors* section that is included in each issue of the *Journal* and on *AMJ's* Web site. We are committed to this mission, which is "to publish empirical research that tests, extends, or builds management theory and contributes to management practice." We will continue to welcome work representing all types of empirical methods, including quantitative, qualitative, field, laboratory, meta-analytic, and combined methods. We will also remain committed to publishing research in *AMJ* that reviewers and editors believe has a high probability of making a significant theoretical contribution and a significant empirical contribution. And, as a "big-tent" journal, *AMJ* solicits work investigating questions regarding all aspects of the management domain. Of course, we will remain vigilant in efforts to continuously verify the appropriateness of the mission and will make adjustments as necessary.

A Preview

I also want to offer a few thoughts regarding commitments and actions that you can expect from us. The first issue deals with our commitment to a set of goals that was established by Sara Rynes and her team.

In her initial *From the Editors*, Sara Rynes (2005) described the results of a survey she conducted with *AMJ's* then-current ERB. In light of these results, Sara and her team established the goals of encouraging (1) more interesting and innovative research, (2) more important research, (3) internationalization of research, and (4) more integrative research. (Please let me direct you to Rynes [2005] for details about these goals.) At the meeting of the ERB that was held during the 2007 Academy of Management meetings, Sara observed that although a great deal of progress had been made relative to these goals, work remained. Because of our agreement with Sara's perspective, the new team seeks to make additional progress with respect to what I believe are significant goals for *AMJ*. The means we'll use to reach these desired outcomes will complement those used by Sara's team. We will provide additional thoughts about these goals and the means to use to reach them in upcoming *From the Editors* columns.

Increasingly, *AMJ's* Web site has the potential to be a source of valuable information for AOM members and those interested in learning more about the *Journal*. We intend to continue working with the Web site to find additional ways to create value for those interested in learning about *AMJ* and its operations.

The current plan regarding *From the Editors* is to use these commentaries to provide information about *AMJ* and its operations. The columns will be written by one of the associate editors or by me. Although unlikely, it is even possible that an issue of the *Journal* could be published without a column. In the main, we seek to use these columns to continue describing *AMJ* and aspects of its operations for all parties who are interested in the *Journal's* continuing success.

The electronic system we are using to handle activities associated with the editorial review process is certainly creating value. However, it is an imperfect system warranting continuing attention to find ways to enhance its functionality. We are committed to continuously improving the system and to "personalizing" your interactions with it to the degree we can. We will say more about this in the future.

CLOSING COMMENTS

In closing, let me say again that I am truly honored to have an opportunity to serve *AMJ* and every individual interested in it. As noted above, I will work hard to fulfill your expectations. And, please do not hesitate to contact me (amjdi@mays.tamu.edu) or one of the associate editors if you desire to do so.

From a personal perspective, I want to thank Mays Business School and Texas A&M University for supporting *AMJ*. More specifically, I wish to express my sincere appreciation to two administrative leaders at our university—Jerry Strawser and Ricky Griffin—for their encouragement, wise counsel, and support of *AMJ*. Additionally, I want to thank all of my colleagues in the Mays Business School's management department. I am honored to be a part of our group. Your nurturing support is truly valued and appreciated.

In summary, let me say that I am committed to

maintaining *AMJ*'s rich traditions and standards in terms of publishing high-quality empirical management research. The entire editorial team hopes to effectively serve the members of the Academy of Management as well as all other scholars interested in management research. I truly look forward to working with you over the next three years and to receiving your manuscripts.

R. Duane Ireland
College Station, Texas

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