

FROM THE EDITORS

With this issue, a new editorial team and board appear on *AMJ*'s masthead. *Don Bergh* (Pennsylvania State University), *Dov Eden* (Tel Aviv University), *Sara Rynes* (University of Iowa), and *Marshall Schminke* (University of Central Florida) are the team's associate editors. *Nancy Grandjean* (University of Washington) serves as its managing editor; *Persephone Doliner* (Ithaca, New York) continues in her role as the copy and production editor; *Dwight Lemke* (James Cook University) is the Web page and index (WINDEX) editor; and *Tonia Allred* (University of Washington) continues as editorial assistant. The listed Editorial Board is a mix of new and returning members. They represent a broad cross-section of members from both the larger and the smaller divisions of the Academy of Management, and they work at universities all over the world. Above all, the board members are committed scholars with demonstrable histories of helping colleagues improve their research. I welcome each and every person and look forward to working with you.

Since we began receiving manuscripts on July 1, 2001, these people have shown an extraordinary degree of dedication on behalf of the membership of the Academy of Management, as well as the community of non-AOM members who read the *Journal*. I cannot thank them enough for their hard work and for their intention to give continued service in the stewardship of *AMJ* over the next three years.

For me personally, serving as *AMJ*'s editor brings a simultaneous sense of pride and humility. The pride derives from working with such a dedicated editorial team and board and from *AMJ*'s well-earned success as one of the most elite outlets for empirical research on management. The humility comes from following a succession of successful editors who have so skillfully managed *AMJ* through the decades. Over the last two years, moreover, I have had the great opportunity to work under the leadership of *Greg Northcraft* as one of his associate editors. His advice, insight, and role modeling have been invaluable and greatly appreciated. My fellow associate editors were *Maureen Ambrose*, *Harry Barkema*, and *Catherine Daily*. Their *heart-warming* support, counsel, and humor were wonderful. I also acknowledge *Anne Tsui*, with whom I also had the wonderful honor to serve as an associate editor in 1998 and 1999. Anne's team included Harry, Greg, and *Rita Kosnik*. Thank

you all for a fabulous four-year experience. The Academy of Management owes each of you a tremendous debt of gratitude.

The Peer Review Process and the *AMJ* Editorial Board

The peer review process is at the very heart of scholarly research. As we all know, successfully surmounting the peer review process allows individuals to add to our field's collective body of knowledge. More importantly, it offers the opportunity to affect the thinking and research of our colleagues. As such, the legitimacy and rigor of that review process affect our credibility with colleagues in management departments, other business school departments, other professional schools, liberal arts departments, and funding agencies. Needless to say, the outcomes of reviewing really do affect us both individually and collectively.

In addition to helping our colleagues and our research mission, I believe that the peer review process is a wonderful way for individuals to help themselves. Reviewing manuscripts gives one a direct means to learn the latest research findings and methods from a number of areas. Reviewing offers an effective source of new ideas that can effectively supplement input from already-published articles, formal research presentations, and immediate colleagues. Equally important, reviewing manuscripts is a gatekeeper service. One can learn a great deal while simultaneously affecting (or guarding) our field's body of knowledge.

At *AMJ*, board membership (as well as selection to be an associate editor) is a performance-based opportunity. The editors are constantly seeking willing, eager, and excited scholars to implement our high standards as ad hoc reviewers. Each year, those ad hoc reviewers who have demonstrated consistent excellence in reviewing are considered for board membership. Because membership is limited, only the "best of the best" ad hoc reviewers are invited to join. Upon joining the board, a member usually receives one manuscript (though sometimes two) a month to review. The editorial team evaluates each board member's performance annually. Typically, excellent reviewers remain excellent, and it happens only on rare occasions that individuals are asked to leave the board for performance-based reasons. Consistent excellence in reviewing manuscripts often leads to a board mem-

ber's being invited to join the board of the next *AMJ* editor as well. On occasion, senior members of the board are asked to serve as guest editors. Strong performance as a board member and guest editor and on other performance-based criteria as well lead to individuals' being considered as candidates for associate editor.

Your Advice and Help

The *AMJ* editors and Editorial Board exist to serve the members of the Academy of Management, as well as a broader community of scholars. If you would like to serve as an ad hoc reviewer, please contact Nancy Grandjean or me at AMJTLEE@u.washington.edu. If you have questions, comments, or advice for the *Journal*, please contact anyone on the editorial team. In addition, we have an advisory committee that is composed of senior members of the Editorial Board. They too seek advice, suggestions, or input from you that might improve *AMJ*. *David Harrison* (Pennsylvania State University) chairs the committee, and its members are *Richard Johnson* (University of Missouri), *Michael Pratt* (University of Illinois), *Richard Priem* (University of Wisconsin, Milwaukee), *Kathleen Sutcliffe* (University of Michigan), and *Katherine Xin* (Hong Kong University of Science & Technology). Please feel free to contact any one of them as well.

Goals

Throughout our history, *AMJ* has always sought to be the empirical journal of first choice for AOM members. That is, its editors and board members have wanted to publish the best empirical research in management. For us to do so, however, we need authors to send us their very best work. Many fine journals are available to management researchers, but we believe that this journal offers three distinct competitive advantages. First, our reviewers and editors provide excellent-quality feedback to authors. I hasten to add, moreover, that we consider it a "success" if our comments result in a better manuscript, even if that work is ultimately published elsewhere. One of our goals is to help improve every manuscript submitted to *AMJ*. Second, we provide quick (as well as high-quality) feedback. Under Greg Northcraft's leadership, for instance, *AMJ* was the first major management journal to move to a completely electronic submission and review process. By moving to e-mail, as opposed to relying on traditional postal service, we have been able to shorten the length of our already-fast peer review process. Third, *AMJ* offers a large audience for one's research—namely, all members

of the Academy of Management as well as the community of non-AOM members who conduct research on management. Thus, our publications receive broad exposure.

Over the years, *AMJ* has successfully eliminated many false beliefs. For example, it was once believed that we were unfriendly to qualitative research. Through many years of encouraging the submission of qualitative studies and through publication of the best of these manuscripts, the *Journal* is now widely seen as welcoming qualitative research. It was also once believed that we were unfriendly to submissions from non-North American researchers. Through the tireless efforts of Anne Tsui (Hong Kong University of Science & Technology), Harry Barkema (Tilburg University, in the Netherlands) and many of our non-North American board members, and through publication of many articles written by researchers affiliated with non-North American universities, most non-North American Academy members are now comfortable submitting their best work to *AMJ*. Indeed, several winners of the *Journal's* annual Best Article Award have been qualitative studies conducted by non-North American scholars.

During my three years of editorship, we will continue to strive to be the empirical journal of first choice among AOM members and to debunk other misperceptions. For example, we are *not* biased against topics of interest to AOM members in some of the smaller divisions; we are *not* biased against micro research; we are *not* biased against macro research; and we are *not* biased against laboratory experiments. Instead, *AMJ* is biased toward all high-quality, theory-based, rigorous research on any management topic.

These ongoing outreach efforts are important and will continue. Furthermore, I strongly believe that we should seek to broaden our scope and go *beyond* being the empirical journal of first choice among AOM members. There are, for example, behaviorally and economically oriented researchers in departments of accounting, finance, and marketing who study topics relevant to *AMJ* readers. Many members of INFORMS who are housed in departments of operations management or decision sciences, and many researchers from professional schools of nursing, forestry, natural resources, public administration, social work, education, engineering, or government, also conduct management-oriented research. These scholars may not consider *AMJ* a viable outlet for their management-related research. We should reach out and invite these people to participate and contribute to *AMJ*. I believe that contributions from these other management researchers would invigorate thinking, methods, and

om-
re-
re-
ated
be-
re-
the
pub-
our-
tive
were
neri-
s of
ce &
sity,
orth
tion
ated
non-
com-
lead,
rticle
ed by

con-
first
other
iased
some
ainst
acro
atory
d all
h on

t and
e that
yond
mong
avior-
n de-
cting
Many
epart-
n sci-
sional
, pub-
engi-
ment-
sider
elated
these
elieve
nt re-
s, and

research in our field. I hope that during my editorship (and beyond it), the *AMJ* editors, board members, and readers will encourage their colleagues and associates, whether AOM members or not, to send us their very best management-related research. In my judgment, everyone will benefit. Thus, we seek to be the empirical journal of first choice for all management researchers.

In closing, I wish to acknowledge and thank Dean *Yash Gupta*, Associate Dean *Vance Roley*, Professor *Tom Jones* (chair, Department of Management and Organization), and my many colleagues at the

University of Washington Business School. They provide the emotional, social, and financial support that makes it possible for me to serve as *AMJ* editor. I also thank my frequent coresearcher and senior colleague, Professor *Terry Mitchell*, who now carries more than his fair share of our joint work. Their collective actions constitute a critical element in fulfilling the basic research missions at the Academy of Management and University of Washington.

Tom Lee
Seattle, Washington