

## EDITOR'S COMMENTS: PRIZE-WINNING ARTICLES FOR 2005 AND THE FIRST TWO DECADES OF *AMR*

It is a special pleasure to write these October comments, because I can reflect on the excellent theoretical work published in *AMR* in the thirty-year anniversary volume published during 2005, and can also reflect on frame-breaking theory published during the first two decades of *AMR*'s existence.

### 2005 *AMR* BEST ARTICLE AWARD

As reported elsewhere in this issue, the 2005 Best Article Award was won by Professors Ferraro, Pfeffer, and Sutton for "Economics Language and Assumptions: How Theories Can Become Self-Fulfilling." The chair of the selection committee, Stuart Bunderson, sent me some of the committee members' comments on this paper:

This paper is provocative, important, and totally engaging. I could not put it down; I'm quoting it now frequently, and it's helping me think about what really matters in management scholarship.

... the insights are fundamental, surprising, and well argued.

Its potential goes far beyond any one literature area.

... it really highlights how theories in the social sciences construct their own realities.

Many congratulations to Professors Ferraro, Pfeffer, and Sutton for their incisive work that clearly meets the criteria of original, important, and provocative core ideas; complete and accurate discussion of relevant literature; concise and logical presentation; and clear and important contribution.

**Runners-up.** The selection committee also wanted to recognize two other articles as equal runners-up:

- Andrew Molinsky and Joshua Margolis, "Necessary Evils and Interpersonal Sensitivity in Organizations," 30: 245-268.
- Laura Morgan Roberts, "Changing Faces: Professional Image Construction in Diverse Organizational Settings," 30: 685-711.

The committee members mentioned, among other aspects, these features of the Molinsky and Margolis paper:

The model is extremely well thought through, covers an important topic, and does so thoroughly and expertly.

An interesting examination of a ubiquitous phenomenon in organizational life. Most of us have been either the bearer or recipient of a necessary evil. I like their focus on the bearer—it's a fresh and useful take on the issue. The paper is both disciplined in its approach, yet thorough in its coverage.

And the Roberts paper:

Excellent and insightful. Well grounded in theory and literature. Promising foundation for future research. Clear implications for individuals and for organizations.

This is a very thorough and very well-written contribution. It has an important topic, covers much ground, and has a fantastic literature review.

Congratulations to Professors Molinsky and Margolis and to Professor Roberts for their exemplary contributions.

### THE *AMR* FRAME-BREAKING, INNOVATIVE THEORY AWARD

To celebrate the thirty-year anniversary of *AMR*, I asked a committee headed by Madan Pillutla (London Business School) to look over the first two decades of published work and select one paper from each decade that best represented innovative, frame-breaking theory development. Many thanks to Madan and the other committee members—Gerald F. Davis (University of Michigan) and Christopher Earley (National University of Singapore)—for their careful and conscientious work in sifting through the many profound and influential articles published during the first twenty years of *AMR*'s existence. These frame-breaking articles and their authors were recognized with awards during the *AMR* board meeting in Atlanta in

August 2006. Further, the authors have been invited to bring us up to date on the continuing relevance and future research implications of their award-winning papers. Please look for these invited commentaries in a future issue of *AMR*.

The committee members picked the following two papers as best exemplifying frame-breaking, innovative theory development.

**1st decade:**

- Donald C. Hambrick and Phyllis A. Mason, 1984, "Upper Echelons: The Organization As a Reflection of Its Top Managers," 9: 193–206.

**2nd decade:**

- Roger C. Mayer, James H. Davis, and David F. Schoorman, 1995, "An Integrative Model of Organizational Trust," 20: 709–734.

Here are some of the comments of the committee concerning the work of Hambrick and Mason:

This paper invented a new area of research on "top management teams" and went against conventional wisdom that "managers don't matter."

They offered clear logic and research support for

the constructs they invented (e.g., functional background, team demography) that became staples in subsequent work.

Their theory has generated an astonishing amount of high-quality work and has stood the test of time.

And the Mayer, Davis, and Schoorman paper:

This is the perfect *AMR* paper in that it addresses an important organizational problem, synthesizes a large and disparate literature that is relevant, offers a definition for the important construct, and differentiates it from similar other constructs.

... the paper also offers testable propositions that have since been subjected to empirical examination.

The cross-disciplinary impact of this paper can be seen by the number of citations it draws from experimental economists, marketing scholars, and social psychologists.

Congratulations to all of these authors in forging theoretical contributions that continue to excite researchers and theoreticians.

Martin Kilduff  
Editor