

12-1-2012

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Recommended Citation

Ferris, William P. (2012) "Wrapping up OMJ's First Year With Routledge, Taylor & Francis as Publisher," *Organization Management Journal*: Vol. 9: Iss. 4, Article 1.
Available at: <https://scholarship.shu.edu/omj/vol9/iss4/1>

EDITORIAL

Wrapping up *OMJ*'s First Year With Routledge, Taylor & Francis as Publisher

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We have come to the end of Volume 9 with this winter quarter issue of *Organization Management Journal (OMJ)*, and our transition from our former publisher to our new publisher, Routledge, Taylor, & Francis, is nearly complete. All our past issues are now available on our new website, which is now fairly well updated. Additionally, we have opened the door to ScholarOne, and all submissions to the journal will now need to come through our ScholarOne web portal—mc.manuscriptcentral.com/omj—which is linked to our www.tandfonline.com/uomj website under Instructions to Authors, or you can simply type it into your browser. Anyone who submits or reviews for the journal can get a username and password to ScholarOne, which is used by thousands of academic journals. All of the 13 editors who make up the editorial staff, including me, are now going to ScholarOne to manage the blind peer review process. This is a great benefit to the journal because it keeps us much better organized and able to gather feedback on our acceptance rate (about 25%), on who is doing our reviews and how often they are reviewing, on how balanced the loads of our co-editors are, and on how well we are meeting our deadlines. In addition, it places all *OMJ* materials on a server outside any one academic institution or any one jump drive or hard disk, all of which can fail! Of course, anyone interested in *OMJ* can still e-mail me at omj@wne.edu and I will be happy to have a conversation with you, as will any of our co-editors. But if you send me a manuscript to be considered for the journal, I will send you to mc.manuscriptcentral.com/omj to formally submit it there and to check back on its progress through that website, and that is where we will conduct business pertaining to it.

I was also able to give nice gifts to thank three outgoing co-editors at *OMJ*'s business meetings at the EAM conference in Philadelphia and at the Academy of Management conference

in Boston during the summer. Steve Meisel, senior co-editor of the entire group of 12 co-editors, began the retirement process as an editor after serving since the founding of the journal in 2001. We owe a great debt of gratitude to Steve for his service, which won't be totally completed until he finishes up some revise-and-resubmits he still has in his hands, so you will still see his name on the masthead and in some introductions, including one this issue, for probably another 6 months. However, we are proud to announce that we have found a fine replacement for Steve in Professor Barbara Ritter, who is Department Chair of Management and Decision Sciences at Coastal Carolina University in South Carolina as well as the current program chair for the Management Education & Development Division of the Academy of Management. Our second retiree from the *OMJ* co-editor staff is Don Gibson, who has gone from Professor of Management at Fairfield University to Interim Dean of the Business School. Don not only served as co-editor of the Current Empirical Research (CER) section for the past 6 years, but he initiated the section and led the development of its mission statement (available on our website). Prior to Don's tenure, we had a different organizational structure. Earlier, I announced that we were able to replace Don with Randy Sleeth, Professor of Management at Virginia Commonwealth University. Don still has one or two manuscripts outstanding but he is essentially on to his new academic job. The third retiring co-editor this year is Professor Laurie Goulet of the Coast Guard Academy, who completed 6 years as co-editor of the Reviews & Research of Note (RRN) section. Our new co-editor of RRN is Marguerite Schneider, Professor of Management at New Jersey Institute of Technology. *OMJ* is blessed in that there are a number of outstanding people willing to volunteer their time to help manage the editorial process so that we can publish good research and help academics develop their careers. We profoundly thank the outgoing co-editors and welcome the incoming ones.

As to this issue, it's packed. We have two exciting new empirical articles ably introduced by our CER co-editor, Kristin

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Backhaus, two new Teaching & Learning (T&L) articles equally ably introduced by our outgoing T&L section co-editor, Steve Meisel, an updated article from our international conference in Brazil, which we are introducing here and placing in the relevant EAM-I section, and a highly informative book review introduced by our new RRN co-editor, Marguerite Schneider.

In the first of the two CER articles, “A Model and Test of Individual and Organization Factors Influencing Individual Adaptation to Change,” by Jane D. Parent, Cheryl C. Sullivan, Christina Hardway, and D. Anthony Butterfield, we learn about the attitudes it takes to adapt and change successfully within an organization. Participation, optimism, and role clarity were generally required for successful adaptability and change on the part of individuals, and “better adaptors were more satisfied with their jobs, were less likely to quit the organization, and perceived higher performance after the change” in this study of 169 participants from four different organizations. The authors state that all of these factors can be affected by good managers who understand the truths of this study. In the second article, “Societal Institutions and Work and Family Gender-Role Attitudes,” Lisa T. Stickney and Alison M. Konrad gather data from 13 different countries leading to the conclusion that governmental and corporate policies seem to affect specific gender-role attitudes within organizations. For example, more egalitarian attitudes emerge among men and women where family leave and earned income tax credit impact a family versus less egalitarian ones where women may take extended child care leave and where there is no or little support for child care. Among the six authors represented in these two articles, two—Butterfield and Konrad—are past *OMJ* contributors. You can look up their articles by using the search “within the journal” button on our website. Meanwhile, we welcome the other four authors as new members of the *OMJ* community.

In the T&L section, co-editor Steve Meisel writes a very engaging introduction on experiential learning in general. Both of the articles in this section are examples of experiential exercises that have snuck up on the students and taught them something they might have tuned out about if it had been presented in a more traditional way. In “Using the Three Stooges to Illustrate the Scientific Method” Steven M. Dunphy and Joe Dobson do something that might seem highly unlikely—take slapstick humor to teach people about something central to the most enduring truths of our civilization: the scientific method. This is some very creative teaching. Do yourself a favor and try it in the classroom. You get to talk about serious matters in a very engaging setting. The second of the experiential articles involves adventure learning. In “You Want Me to Trust You? Using Adventure Learning to Teach Millennials About Trust” Kathleen J. Barnes, George E. Smith, and Madeline Constantine present a number of trust exercises in the context of applying their use to millennial students—our current students who have lived much more of their lives on the web and playing Internet games than any of the previous generations. The goal is

to get them into a more interpersonal setting to learn trust and to break the gap between older generation professors who may think they know a lot but have learned most of it from books, and the members of the newer generation who do know a lot because they learned it from the web! We think you will enjoy these two great teaching articles, and don’t forget to read Steve’s introduction.

The last peer-reviewed article comes from South Africa. It was a nominee for Best Paper at our 2007 Brazil Eastern Academy of Management International meeting. Three of the papers from that conference were ultimately upgraded and revised, and they appeared in June in the summer 2012 issue (9[2]) under the title “Outstanding Articles Originating From the EAM-I Conference in Brazil.” Two of these three were set in another country—one in Guatemala dealing with the organization of getting potable water to the people, and one in Ireland dealing with the tremors in self-confidence that came with the recession in Ireland. The current article concerning managing the HIV/AIDS epidemic in South Africa was still in revision at that time, but that is complete and it has been updated by its authors. The article is entitled “Health Professionals’ Challenges in Managing HIV/AIDS in South Africa,” and it is by Lynette Louw and Claude-Hélène Mayer. This is an incredibly important subject of global concern, considering that between 40% and 60% of the people in sub-Saharan Africa are afflicted with these deadly conditions. The authors have spent much time doing qualitative research in a South African clinic and have constructed a case analysis, basically, that shows some of the problems inherent in trying to manage the health care of the sick, often considered to have “black person’s [*sic*] disease,” who come to that clinic. Louw and Mayer make use of a great deal of data surrounding the government and nongovernmental organization challenges for South Africa in setting the scene for their case study as well. Global knowledge about this particular problem is not widespread, but this article by two management professors in the country is very helpful in explaining the true nature of an epidemic situation and perhaps in stimulating thought about what the priority should be in attending to these challenges in a more meaningful way.

Finally in this issue, we have a review of a collection of essays by Babson College faculty members entitled *The New Entrepreneurial Leader: Developing Leaders Who Shape Social and Economic Opportunity*, edited by Danna Greenberg, Kate McKone-Sweet, and H. James Wilson, who also contributed to the volume. Our reviewer is a past President and Fellow of the Eastern Academy of Management as well as a past Vice-President of the George Washington University, now Professor of Management, D. Jeffrey Lenn. When Jeff says this book is a “must read” for people interested in curriculum reform in the business school, it’s a serious recommendation.

We hope you all enjoy reading the articles and case study, trying the experiential exercises, and reading the Greenberg, McKone-Sweet, and Wilson book. See you in spring 2013.