

# Getting Published Panel



**Professor  
Neal M. Ashkanasy**



**Professor  
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**Professor  
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**ANZAM**

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

# Professor Neal M. Ashkanasy

Professor of Management

- Editor-in-Chief, *Journal of Organizational Behavior* (2007-2014)
- Associate Editor, *Academy of Management Review* (2011-2014)
- Associate Editor, *Emotion Review*
- *Book Series Editor, Research on Emotion in Organizations*
- *Editorial boards (selection)*
  - *Academy of Management Journal*
  - *Academy of Management Review*
  - *Academy of Management Learning & Education*
  - *Journal of Applied Psychology*
  - *Journal of Management*
  - *Personality & Individual Differences*



# “Publishing today is more difficult than ever”

- Ashkanasy, N. M. 2010. Publishing today is more difficult than ever. *Journal of Organizational Behavior*, 31: 1-3.
- Low acceptance rates = Type II Error rate rises
- Peters and Ceci (1982)
  - “Peer-review practices of psychology journals: The fate of published articles, submitted again”
- Contribution
  - So what?
  - Uh huh!

# Publishing in the top-tier journals

- **Acceptance rates typically less than 10%**
  - AMJ: 80 acceptance out of 1200 submissions
  - JOB: 50 acceptances out of 800 submissions
- **Reviewers have zero tolerance for flaws**
  - And action editors too!
- **Articles must be impeccably presented**
  - Fully copyedited
  - Follow journal style guidelines TO THE LETTER
  - English writing must be high quality
- **Content must be highest quality**
  - Significance of contribution must be clearly established at an international level
  - Must be logically sound
  - Empirical papers must be methodologically very strong

# Publishing in the 'A/B' Journals

- **Acceptance rates 10% - 20%**
  - JMO: 50 acceptances out of 250 submissions
- **Reviewers have little tolerance for flaws**
  - But action editors sometimes have to be patient
- **Articles must still be impeccably presented**
  - Fully copyedited
  - Follow journal style guidelines TO THE LETTER
  - It helps if English writing is good quality
- **Content must be high quality**
  - Significance of contribution should be clear
  - Should be logically sound
  - Empirical papers should be methodologically strong

# How not to get published at the top level

## Don't do your homework

- Journal mission
- Editorial guidelines

Submit a 'virgin' paper

Don't bother with copyediting

Fail to make your contribution clear

Miss important bits of the literature

## Have obvious methodological flaws

- Small sample
- Simplistic design (common methods bias)
- Flawed measures (low reliability alpha)



# Professor Mary Uhl-Bien

BNSF Endowed Professor of Leadership



- *Published in top journals including Academy of Management Journal, Journal of Applied Psychology, Journal of Management and The Leadership Quarterly.*
- *Senior Editor, Leadership Horizons Series*
- *Special Issue Editor & Yearly Review Editor, Leadership Quarterly*
- *Editorial Boards: Academy of Management Journal, Academy of Management Review, Leadership Quarterly, Leadership*
- *Currently Division Chair of the OB Division for the Academy of Management.*

# The Research Project

- (1) A good study is about good design
- (2) Data matters a lot



- (3) You can get past analytical problems if you have good data
- (4) Ground it thoroughly—know the literature

- (5) Clear Writing!





# Preparing to Submit

Know the journal



Send for friendly  
(peer) review first



Make sure you follow all  
submission instructions,  
formatting, copy editing



Tell a good “story”  
consistent with  
journal style



# Managing the R&R

The reviewer is your friend, not your enemy



Don't be over-responsive!



Your paper should be **BETTER** as result of review



Understand the work the reviewers put into it and be respectful



Manage right balance and tone of reviewer responses

# Professor Steffen Böhm

Professor in Organisation and Sustainability



- *Founding editor of the open-access journal [ephemera: theory & politics in organization](#)*
- *Founding editor of the open-access book publishing press [Mayflybooks](#)*
- *Founding editor of the open-access journal [Interface: a journal for and about social movements](#)*
- *Editorial board member of [Organization Studies](#)*

# Why open access?

- Beverungen, A., Böhm, S., & Land, C. (2012). The poverty of journal publishing. *Organization*, 19(6), 929-938.
- Green open access – self-archiving
  - [ResearchGate](#), [Academia.edu](#)
- Gold open access – e.g., [SageOpen](#)
- Start your own journal!

# Think!

## 01. About your audience

- What about readers in the majority world?

## 02. About citations

- Open access papers get cited more often

## 03. About why you are doing research

- Just for your career or for a greater common good?

## 04. About the global challenges we face





# THANK YOU

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