Call for Nominations

Editor-in-Chief, *Organization Science*
Deadline for Nominations: April 15, 2022

The final term of Professor Gautam Ahuja as Editor-in-Chief of *Organization Science* will expire on December 31, 2022. Based on recommendations from the INFORMS Publications Committee, the president of INFORMS has appointed a committee to conduct a full search for a new editor-in-chief. The committee intends to propose a candidate for approval by INFORMS no later than June 1, 2022.

All members of INFORMS are invited to participate in this process. The committee seeks your opinions and comments on (1) the current state of the journal; (2) recommendations for change, if any; and (3) candidates for Editor-in-Chief.

Qualifications for the Editor-in-Chief of *Organization Science* will include:

- A demonstrated interest in a broad range of topics in the field
- An established record of excellence in research in the field
- Dedication and enthusiasm for *Organization Science*
- Significant editorial experience
- Vision of the role of scholarly publications in the electronic and open-access age
- Interest in continuous improvement and new means of extending the reach of the journal to new geographies, topics, and approaches
- Commitment to the workload involved
- Ability to effectively, efficiently, and equitably manage the editorial board and the editorial process
- Strong communication skills and demonstrated ability to work with people

Further information about the journal is available at the *Organization Science* website: https://pubsonline.informs.org/journal/orsc.

The committee is chaired by Cristina Gibson (Pepperdine University), and includes as committee members: Jennifer Gibbs (University of California, Santa Barbara), Gudela Grote (ETH Zurich), Jeffrey Sanchez-Burks (University of Michigan), Mary Zellmer-Bruhn (University of Minnesota), and committee liaison from the INFORMS Publications Committee, Yuqing Ren (University of Minnesota).

Please submit comments, recommendations, and nominations (including self-nominations) by April 15, 2022. Nominations should include a 1-page letter outlining the candidate's qualifications; additional information will be requested from finalists. The letter should be sent by email to the Chair of the *Organization Science* Editorial Search Committee:

Professor Cristina Gibson
Pepperdine Graziadio Business School
Pepperdine University
cristina.gibson@pepperdine.edu

Q: What is the term of the position?

A: The term for an EIC is three years, renewable once for a total of six years.

Q: What is the current structure of the board?

A: The journal has an EIC, a set of senior editors (SE), and a review board. There are 32 SEs. There are over 200 people on the review board.

Q: What is the flow of manuscripts at *Organization Science*?

A: OS receives about one hundred submissions per month. Incoming EICs are able to make changes to the editorial workflow, so what we share here does not necessarily need to be the way you would operate if selected as EIC. Presently, the EIC touches every manuscript submission. Once the journal's managing editor completes an initial review to ensure the submission is complete (all files and data necessary to commence review have been received), the EIC looks over the submission to see if it is of sufficient quality and appropriate scope to move forward to review. If the submission passes this initial EIC screening, the EIC assigns the paper to a Senior Editor (SE), who will oversee the submission's peer review. Once a submission reaches a point where the SE finds the paper acceptable, it is sent to the EIC with the accept recommendation, and the EIC makes the final accept decision.

Q: Does the EIC select the board?

A: Editorial board members are appointed by the EIC and serve at the EIC's discretion. The official policy statement is:

> *"An incoming or reappointed editor-in-chief may, at his or her discretion, reappoint individual members from the previous term's editorial board, but in the interest of fostering new perspectives, diversity, and inclusion the editor-in-chief should reappoint no more than 50% of the outgoing board. On average, an editorial board member should serve no more than two consecutive terms (six consecutive years). It is recognized that in the best interest of the journal, the tenure of some editorial board members may extend beyond the average. Editors will, as part of their initial annual report to the INFORMS Board, provide a summary of their editorial board reappointments and turnovers."*

Q: What are the day-to-day activities of the EIC?

A: The day to day activities could include:

- Working with outreach ambassadors to increase OS's profile (hopefully leading to more submissions)
- Acting as the first point of contact when someone picks up on a possible ethical violation
- Evaluating performance of reviewers for possible promotion to the Editorial Review Board (ERB), and ERB members as possible SEs
- Working with the editorial board on to ensure the journal's editorial scope is sufficient for the current needs of the organization science community, and developing strategies for reaching a broader audience.

Q: Are there resources provided by INFORMS to the EIC?

A: INFORMS provides a managing editor to provide day-to-day support, some travel support for attending INFORMS Annual Meeting and AOM's annual meeting (at which OS typically holds its editorial board meeting), and an annual honorarium.

Q: After the one-page nomination letter expressing interest in the role has been submitted to the search Chair, what are the next steps?

A: The search committee will screen the nominations to arrive at a set of 3-7 finalists. Among these finalists, the committee will collect both written information and conduct an interview with candidates. Each candidate will be asked to indicate his/her vision and plan for the journal. The interview will be conducted by two or more members of the committee by zoom. Through this process, each candidate will be assessed based on the following factors:

1. Candidate background
    a. Field(s) of interest
    b. Research portfolio, including quality of research
    c. Editorial experience
    d. Specific experience with the subject journal (editorial, review, published)
    e. Participation in INFORMS activities, showing leadership, an ability to work with others, and a commitment to building intellectual communities in INFORMS
2. INFORMS membership (the finalist recommended to the Board must be a member)
3. Vision
    a. Relation of the journal to INFORMS and its pertinent communities
    b. Positives and negatives about the journal
    c. Managing the workload
    d. Collegiality
    e. Position of the journal three years in the future
    f. Summary of vision or strategy
    g. Specific content changes proposed
    h. Specific management changes proposed
    i. Editorial board/process changes proposed
    j. Department changes, additions, or subtractions proposed (if applicable)

k. Plans for increasing submissions
l. Plans for practitioner involvement
m. Design changes proposed
n. Format changes proposed

Availability during transition period and term
a. Outstanding commitments that may interfere with this position
b. Leave of travel commitments
c. Release time from organization

5. Support
a. Support available from organization
b. Support available from chaired position
c. Commitment/enthusiasm from Dean/organization

6. References
a. Adequate personal references

7. Subjective judgments
a. Ability to represent the journal and INFORMS
b. Ability to maintain a high profile, e.g., travel and interact with a wide and diverse group of appropriate researchers
c. Managerial ability, e.g., select quality referees and manage turnaround time
d. Ability to work cooperatively with INFORMS staff and volunteer leadership on behalf of the publication and INFORMS
e. Ability to project the image of a dynamic, evolving journal