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EDITORIAL POLICIES
Editorial Statement

Management and Organization Review (*MOR*) aims to be the premier journal for advancing our knowledge of management and organizations in China and other emerging economies. It is a multidisciplinary journal rooted in the behavioral and social sciences underlying management research, broadly defined. *MOR* seeks to publish research from diverse social science disciplines such as organization behavior, organization theory, strategic management, economics, economic geography, innovation theories, anthropology, political science, political, cross-cultural, and social psychology, international business, sociology, cognitive science, and institutional theory.

MOR aspires to attract papers that challenge themselves not only to be methodologically sound but substantively contributing to our understanding of phenomena that are new to the literature and relevant to China or emerging economies. Papers published in *MOR* can focus on all types of organizations such as firms, academic, educational, and cultural institutions, not for profits, NGOs, governmental organizations, and State Owned Enterprises.

MOR has an inclusive disciplinary and methodological philosophy and welcomes research at all levels of analysis, such as individual, group, organization, industry, institution, economic systems, international business, and societal cultural studies. *MOR* editors are especially interested in attracting and publishing forward-looking papers that break new ground, rather than papers that make incremental contributions, as well as papers that elucidate indigenous management theories. *MOR* is open to diverse rigorously executed social science research methodologies including qualitative research, surveys, archival and historical analyses, content analysis, laboratory experiments, simulations, and computational methods, as well as papers that synthesize or translate theories and empirical research that make research accessible to scholars outside of disciplinary sub-fields.

The editors recognize that important new insights are often discovered at the intersection of established theories, research methods, and specific research questions. When considering papers submitted to *MOR* the editors consider these questions: Does it fall within the domain of *MOR*? Does it offer fresh insights? Does it tell an interesting story? Is it methodologically competent? And does the evidence or logic substantiate the conclusions?

To enrich scholarly discourse and promote theoretical innovation, *MOR* will occasionally publish 'Perspective' papers that direct attention to new important evidence-based phenomenon or that redirect or shut down a line of research. Perspective papers will be reviewed in the same way as all other papers published in *MOR*. In addition, 'Momentum' is a special editorial area intended to break

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ground for the future, revisit past debates, and capture and highlight important current issues in management and globalization. It features essays and interviews designed to stimulate and engage vibrant Dialog, Debates, and Discourse in the scholarly community.

AUTHOR SUBMISSION GUIDELINES

Online Submission

Please submit manuscripts online through the *MOR* ScholarOne Manuscripts site at http://mc.manuscriptcentral.com/mor.

Manuscript Format

Manuscripts must be double-spaced throughout (this includes notes and references) with all margins at least one inch and no more than 40 pages. The first page of the manuscript should include a title, an informative abstract of no more than 200 words, and three to five keywords or phrases. References must be listed alphabetically. All tables and figures should be at the end of the manuscript, after the references.

Editorial Review Process

Management and Organization Review has a decentralized editorial structure composed of Senior Editors and an Editorial Review Board committed to working with authors to develop interesting ideas into publishable papers. Each Senior Editor has the autonomy to accept or reject a paper for publication or to request that the author revise and resubmit the paper. The decisions of Senior Editors are binding on the journal.

MOR is committed to provide in-depth, constructive, and insightful reviews. Therefore, authors are invited to nominate two Senior Editors who are best suited to oversee the review of the paper. Prior to nominating two Senior Editors please review the list of Senior Editors and their research interests. Feel free to review their personal web sites. The Editor in Chief will make the assignment of the Senior Editor. In addition, authors are invited to nominate up to four reviewers (with suitable expertise and no conflict of interest with the author(s) as potential reviewers for the paper being reviewed). *Management and Organization Review* will make every effort to select one author-nominated reviewer. Manuscripts are reviewed in a double-blind process by at least two reviewers. The Senior Editor integrates his or her independent evaluation with those of the reviewers to provide guidelines for revising the paper when it is considered suitable for potential publication in *MOR* or reasons for why the paper is not suitable for publication in *Management and Organization Review*.

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To maximize the match between the research reported in the paper, it is important that authors give careful thought to the nomination of the two Senior Editors and ad-hoc reviewers.

The guidelines provided to reviewers are available on the *MOR* web page (www.iacmr.org). Authors are encouraged to read these guidelines so that they are aware of *MOR* reviewers' expectations.

Questions

Please send any questions regarding the submission or review process to Tina Minchella (tina.minchella@asu.edu), the Managing Editor for *Management and Organization Review.*

REVIEWER GUIDELINES

Editorial Policies

1. The journal publishes articles in English only. A Chinese translation of the Abstract of each article is also published in the same issue.
2. The journal accepts original manuscripts that are not under review or consideration for publication in other journals or books.
3. All papers will be blind reviewed by two qualified reviewers.
4. *MOR* aims to provide timely feedback and will aim to make first editorial decision within three months after the manuscript is received.

Review Process

1. Manuscripts are electronically submitted to the *MOR* ScholarOne Manuscripts site at http://mc.manuscriptcentral .com/mor. We check the manuscript to ensure that it is appropriate for the journal, that it is formatted according to the *MOR* Style Guide, and that it is formatted for blind review. Every submission is also checked with our online plagiarism software.

If you do not already have a profile on ScholarOne Manuscripts, you will be prompted to provide your address and a minimum of three keywords to designate your areas of expertise.

2. When submitting a manuscript, authors will be prompted to select two Senior Editors and up to four ad hoc reviewers. The Editor-in-Chief will assign manuscripts eligible for review to one Senior Editor to serve as an action editor (AE). This AE will, in turn, suggest one reviewer from *MOR*'s Editorial Review Board and one reviewer from the list suggested by the author, when appropriate.

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3. As a reviewer, you will receive an invitation to review a manuscript from the *MOR* ScholarOne Manuscripts site. Please respond to the initial request to inform the managing editor of your response to the request. Once you agree to review, the manuscript and instructions on how to review will be available to you in your Reviewer Center on ScholarOne Manuscripts.
4. You are given four weeks to complete the review. If you find you cannot complete the review within this time frame, please let us know immediately so that we may consider an appropriate extension or reassign the manuscript if necessary.
5. We will send reminders two and three weeks after you have received the manuscript. We are committed to providing timely feedback to authors. Please try your best to send the review within the four week time frame.
6. Completing reviews early will not lead to more papers to review. We will honor our commitment of a maximum average of one manuscript every two months. If we truly need your help with an extra one, we will email you first to seek your approval before sending the manuscript.
7. Decision letters will be sent electronically to the authors, and you will receive a blinded copy of the decision letter, which includes the reviews.
8. Because of our 'developmental' mission, we tend to offer authors the opportunity to revise and resubmit even on manuscripts that may require substantial work. However, this is contingent on your recognizing that paper contains an interesting idea. Providing such an opportunity encourages and helps authors develop the manuscript as much as possible. We will try to make a final decision after the second revision.
9. *MOR* utilizes the same reviewers throughout a manuscript's progression through the revise and resubmit process.

Review Writing Guidelines

1. Please use first and second person in your writing style, as if you were speaking to the author directly about his or her manuscript. This will facilitate a more 'friendly' tone.
2. Be specific about the problems you see and offer suggestions wherever possible. There is a high proportion of new authors in this field. Therefore, you are a 'coach,' and a 'mentor,' as well as a 'subject matter peer referee.'
3. After having read the paper, please first focus on finding the jewel in the paper. In writing your review the first paragraph should summarize your understanding of the paper and the author(s) intent. Try to find positive features of the manuscripts as well as identifying problems. Even for manuscripts with serious problems that may not be able to be rectified, it does not hurt to provide some positive feedback to the author. Through our encouraging and developmental style, we hope rejected authors will be motivated to do better research in the future and to send their future manuscripts to *MOR*.

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4. It is helpful if you use a 'numbering' system to make your points. This helps you to organize your feedback and makes it easier for the author(s) and action editor as well.
5. Please do not make statements such as 'this manuscript should be accepted,' 'this manuscript has a good chance of being accepted,' or 'this manuscript should not be accepted,' etc. In other words, please do not comment on the possible ultimate outcome of the review process. Such confidential summary evaluations should only be communicated to the action editor.
6. It is very important that reviews not be so detailed and so prescriptive that the impression is created that you, the reviewer, is coercing the author to write the paper that you wish you would have written. It is also very important that you do not require citations to your own work or that of close collaborators unless absolutely salient to enhancing the paper.
7. For a reasonable proportion of our authors, English is their second language; therefore, we ask that you do not judge the merit of the manuscript in terms of the English writing. Rather, focus on the ideas. If there is merit, we can improve the English during the revision process.
8. If the manuscript is good but not good enough for *MOR* or if the topic does not fit the mission domain of *MOR*, please suggest other journals that the author may consider in the 'Comments to the Action Editor' section on the review form. Please do not mention this in the 'Comments to the authors.'
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