

To: Mor Armony

From: Management & Organizations Department Journal subcommittee (Steve Blader *ex officio*, Joe Magee, Joe Porac, Melissa Schilling, Rob Seamans)

Re: Management & Organizations Department Journal List

Date: September 3, 2020

Background

In the summer of 2019, the school requested that each department maintain a list of leading journals to be used for P&T processes in AY19-20. We collectively generated a memo and journal list for our AY19-20 P&T cases at that time.

Over the course of AY19-20, the Vice Dean convened a task force with representatives from each department (Joe Magee represented our department) to review and recommend a new journal list policy to use beginning in AY2020-21. As a result of that task force's work, the school is moving forward with a policy of decentralized lists. Each department will generate a list that will be in place for 3-5 years for its P&T cases, and the logic for publication outlets' inclusion/exclusion must also be provided alongside the department's list.

The current purposes of our department's list

The immediate use of a leading journal list is to evaluate faculty members' records for P&T processes. Last year, we met two goals in developing a list for our department, as follows: ¹

1. **Evaluation Standardization:** To establish a comparative standard for evaluating faculty research publications that can be broadly and consistently applied across faculty and research areas.
2. **Evaluation Clarity:** To provide a clear guideline to those evaluating our faculty from either inside or outside of our field, one that can be easily interpreted and utilized.

In addition, the February 2014 memorandum on Stern's list of leading journals highlights several additional considerations and goals that shaped our subcommittee's discussions (see Appendix).

Summary of method used to generate our department's proposed list

To address the goals noted above, we aimed to develop a list of valued publication outlets. We defined "valued outlets" as those exceeding a given threshold on an objective index of outlet quality and impact, in the subfields/disciplines in which faculty in our department publish. To generate an initial list for our department, we first determined the major subfields of management represented by the faculty in our department (Strategy, Organization Theory, and Organizational Behavior) as well as the disciplines on which those are based (Sociology, and Psychology including the Social & Personality and I/O subfields), that are not already

¹ We can imagine other goals, such as providing publishing guidance to faculty, enhancing our department's reputation, or reinforcing our department's identity, which could shape our department's list of publication outlets.

represented within the school. To develop the lists for each subfield/discipline, we used an iterative process that involved assessing the outlets in each subfield/discipline with respect to the following considerations, listed roughly in order of the weight each received:

- Our faculty’s knowledge of the publication outlets in each subfield/discipline (including three rounds of feedback from department faculty on drafts of this list)
- Metrics that reflect the impact of publication outlets (including impact factor, eigenfactor, article influence, source normalized impact per paper, and SCImago journal rank)²
- Citation patterns that indicate the contemporary publication outlets influencing our field
- Publication outlets’ stated commitment to scientific integrity and transparency (including the extent of peer review and commitment to reproducibility, replication, and pre-registration)
- Scholarly reputation of publication outlets’ editorial board members
- Publication outlets’ stated objectives for the type of scholarly content that they aim to publish
- Publication outlets where faculty at our peer schools have published (to ensure fairness in comparing our faculty against their peers in P&T cohort analyses)
- Metrics that measure perceptions of journal quality (including European Journal of Information Systems 2007, and UK Association of Business Schools Academic Journal Quality Guide 2018)
- Lists used to assess productivity of faculty at business schools (including FT50 and UT-Dallas lists of leading business journals)

Baseline eligibility criterion

Although none of us finds it appealing to use publication outlet metrics to make *final* inclusion/exclusion decisions, we believe that the integrity of the list would be enhanced by utilizing a metric to determine a minimum standard for journals’ *eligibility for consideration* on the list. The metric we identified for this purpose is the *article influence* score, which is the average impact of articles in a publication outlet based on their citations, where a value of 1 is average relative to all other outlets in the entire Journal Citation Reports database.³ In particular, we applied an eligibility criterion of “article influence score > 1”. It is important to avoid over-interpreting any impact metric when it is used to compare outlets across fields; however, we think this eligibility criterion is valid because it adjusts for citation differences across disciplines and 95% of the journals on the 2014 school-wide list have an article influence score > 1. We also think such a criterion serves two important purposes. First, it provides a reasonable minimum standard for an outlet’s impact that we feel should be met in order to be eligible for consideration on our journal list. Among other things, this objective indicator can help address concerns that a specific outlet on our list is of middling impact. Second, it is nevertheless relatively inclusive and

² For further reading about these and other journal metrics, see the descriptions at [Web of Science](#) and [Elsevier](#).

³ The Journal Citation Reports database is very comprehensive of academic publishing, with over 10,000 journals across more than 200 disciplines.

facilitates consideration of a wide range of publication outlets, the merits of which can then be discussed more substantively within the context of the outlet's subfield/discipline.

The "article influence > 1" criterion was not applied to outlets that were too new to have a reliable article influence score, and the merits of these outlets were considered based on the other factors noted above. Our final list included 57 valued publication outlets. We then added further structure to the list, as described below.

Proposed structure of our department's list

Our department strives to produce research of the highest caliber; this is fundamental to our department's scholarly values and reputation. In most cases, we expect that research meeting this high standard will be published in the top journals in our field. However, we also recognize that there may be some value in publishing research in certain outlets that lie outside of the "top tier". Therefore, we have expanded the scope of our overall list. Specifically, in addition to a core list of top-tier peer-reviewed journals, we have developed an additional list that identifies other notable peer-reviewed journals ("other notable journals") and "notable review outlets".

The three categories of valued outlets on our overall list—1) top tier journals, 2) other notable journals, and 3) notable review outlets—are not interchangeable. Our department places the utmost value on high research standards, and these standards are important for our reputation. It is therefore important to emphasize that publications in the "other notable journal" and "notable review outlet" categories are not compensatory or substitutable for top-tier journal publications. In practical terms, one cannot compensate for a low rate of top-tier publications by publishing one's work in these other categories, irrespective of how many one might accrue. Rather, one's publications in these other categories are supplementary to one's top-tier journal publications.

The three categories of valued publication outlets are described below.

Top-tier journals: We determined that our list of top-tier journals should reflect the most highly respected, valued and sought-out peer-reviewed journals in each major subfield/discipline represented among our faculty. In other words, top-tier journals are the most-preferred outlets for publishing one's research.

Note that the list of top-tier journals below overlaps significantly with the 2014 school-wide list of leading journals in which our faculty aimed to publish, as one would expect given that the landscape of journals within a field tends to be relatively stable over time.

Other notable journals: We define other notable journals in each major subfield/discipline as additional peer-reviewed journals in that subfield that are also relatively well-respected and recognized for publishing high-quality research, even if not of the same caliber as the journals in our "top tier" category.

Notable review outlet(s): We define notable review outlets in each major subfield/discipline as well-respected, highly cited outlets that publish comprehensive and/or integrative reviews on specific topics. These publications do not undergo traditional peer review as it is commonly understood and often involve an editor's commitment to

publish at an earlier stage (e.g., following review of an author's proposal) than is typically seen in peer-reviewed journals. Nevertheless, such publications can signal (and foster) one's thought leadership within a given research area and can be of significant value to the development of scholarly work on that topic.

Proposed List of Valued Publication Outlets (as of 2020)

Our department's overall list of valued publication outlets is presented below. Notably, in addition to the subfields/disciplines represented below, the fields of economics, finance, information systems, industrial and labor relations, and cognitive psychology are related to Management and/or to our faculty's research. For publications in these fields as well as others that our faculty may publish in, we defer to the "journal list" maintained by the relevant academic department within Stern or NYU (in cases where there is not relevant department within Stern). If no such list is maintained by these other departments, we advise consulting with the chair (or equivalent) of those departments to see how they would evaluate the outlets in question and adapt that information as necessary for our purposes. As an alternative for those subfields that are not represented by a relevant department within NYU, we advise consulting the journal lists of relevant departments at peer institutions.

TOP-TIER PEER-REVIEWED JOURNALS BY SUBFIELD

Management—General (incl. Organization Theory subfield)

- Academy of Management Journal
- Academy of Management Review
- Administrative Science Quarterly
- Management Science
- Organization Science

Management—Strategy

- Strategic Management Journal

Management—Organizational Behavior

- Journal of Applied Psychology
- Organizational Behavior & Human Decision Processes

Psychology—Social & Personality

- Journal of Experimental Social Psychology
- Journal of Personality and Social Psychology
- Personality and Social Psychology Bulletin
- Personality and Social Psychology Review

Psychology—General

- Journal of Experimental Psychology: General
- Psychological Bulletin
- Psychological Review
- Psychological Science

Sociology

- American Journal of Sociology
- American Sociological Review

General Science

- Nature
- Proceedings of the National Academy of Sciences
- Science

OTHER NOTABLE PUBLICATION OUTLETS BY SUBFIELD

Management—General (incl. Organization Theory & Labor Relations subfields)

Peer-Reviewed Journals

- Academy of Management Discoveries
- Journal of Management
- Journal of Management Studies
- Organization Studies

Review Outlet

- Academy of Management Annals

Management—Strategy

Peer-Reviewed Journals

- Global Strategy Journal
- Journal of International Business Studies (*note: top-tier within subfield Intl. Business*)
- Research Policy
- Strategic Entrepreneurship Journal
- Strategic Organization
- Strategy Science

Management—Organizational Behavior

Peer-Reviewed Journals

- Journal of Organizational Behavior
- Personnel Psychology

Review Outlets

- Annual Review of Organizational Psychology and Organizational Behavior
- Research in Organizational Behavior

Psychology—Social & Personality

Peer-Reviewed Journals

- Social Psychological and Personality Science

Review Outlet

- Advances in Experimental Social Psychology

Psychology—General

Review Outlet

- Annual Review of Psychology

Sociology

Peer-Reviewed Journals

- Gender & Society
- Social Forces
- Social Networks
- Social Psychology Quarterly

- Social Studies of Science
- Socio-Economic Review
- Theory and Society
- Work and Occupations

Review Outlet

- Annual Review of Sociology

General Science

Peer-Reviewed Journal

- Nature Human Behaviour

ALL VALUED PUBLICATION OUTLETS FOR MANAGEMENT & ORGANIZATIONS DEPARTMENT

Top-Tier Journals

Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
American Journal of Sociology
American Sociological Review
Journal of Applied Psychology
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Management Science
Nature
Organizational Behavior & Human Decision Processes
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
Proceedings of the National Academy of Sciences (PNAS)
Psychological Bulletin
Psychological Review
Psychological Science
Organization Science
Science
Strategic Management Journal

Other Valued Journals

Academy of Management Discoveries
Gender & Society
Global Strategy Journal
Journal of International Business Studies (*note: top-tier within subfield Intl. Business*)
Journal of Management
Journal of Management Studies
Journal of Organizational Behavior
Nature Human Behaviour
Organization Studies
Personnel Psychology
Research Policy
Social Forces
Social Networks
Social Psychological and Personality Science
Social Psychology Quarterly
Social Studies of Science
Socio-Economic Review
Strategic Entrepreneurship Journal
Strategic Organization

Strategy Science
Theory and Society
Work and Occupations

Valued Review Outlets

Academy of Management Annals
Advances in Experimental Social Psychology
Annual Review of Organizational Psychology and Organizational Behavior
Annual Review of Psychology
Annual Review of Sociology
Research in Organizational Behavior

APPENDIX



Date: February 26, 2014
Memorandum to: Stern Faculty
From: Ad hoc Committee on Leading Journals
Re: Stern's List of Leading Journals

DRAFT: PENDING FINAL REVIEW

History

In 2001, a Faculty Affairs Committee was established to consider and recommend initiatives, policies and strategic actions pertaining to faculty that could enhance Stern's ability to achieve its long term goals. Many important changes grew out of those recommendations, among them the development of a list of "leading journals" that could be used to assist in the evaluation of faculty research. That list was created with broad input from faculty.

The list of leading journals was last updated in 2006-2007 by an ad hoc committee of senior faculty. That committee conducted a thorough review of published data on journal rankings and impact factors, and consulted broadly with faculty at Stern and at other schools. The committee also recommended that the list be reviewed every five years. Following that recommendation, a new committee was established in the fall of 2013 to review the list of leading journals and update it as appropriate. The committee consisted of Luis Cabral, Cliff Hurvich, Durairaj Maheswaran, Joe Porac and Elizabeth Morrison (ex officio). This memo and attached list are the result of the work of that committee.

Rationale

A legitimate question to ask, and one that the committee debated, is whether it makes sense to have a list of leading journals at all. Surely each of us as an independent scholar knows the best outlets for his/her research. And surely our goal and obligation as a school is to evaluate the quality and contribution of each paper independent of the outlet in which it appears. These points are well taken. At the same time, the committee was in agreement with the earlier ad hoc committee that a list of leading journals can serve as a helpful guide for faculty about the journals that they should generally be targeting, and a useful tool for those tasked with evaluating faculty research, such as promotion and tenure committees and the senior faculty peer review committee.

Guide for authors: A primary goal in publishing one's research is influencing the thinking of a scholarly community. A necessary, although not sufficient, condition for influence to occur is that people know about the research. A list of leading journals serves as a guide for identifying publication outlets where research has a higher probability of reaching an identified scholarly community. Once people know about the research, evidence that it is influential comes in the form of testimonials about the work and citations to it. Publication in a leading journal is no guarantee of influence. But, all other things being equal, high quality research published in a visible and leading journal is more likely to be noticed, and noticed faster, than perhaps equally high quality research published in a journal with less visibility and/or a lower impact factor.

Tool for evaluators: Stern supports many faculty review processes: annual merit reviews, promotion and tenure reviews, and senior faculty peer reviews. In all of these review processes, we have the responsibility and obligation to assess the quality and impact of our colleagues' research. Nothing substitutes for reading the papers. These processes also utilize multiple indicators of quality and impact, such as assessments from external evaluators, citations, and so forth. Nonetheless, where a paper is published is one indicator (albeit imperfect) of quality and likely impact. It is also a signal, from the faculty member, about the larger scholarly community he or she wishes to influence and has the potential to influence.

Revisions

Like the 2006-2007 committee, we collected data from several sources and consulted each department at Stern. Based on all of that data and input, we have made some minor modifications. We added a few journals whose reputation has significantly grown within their respective fields, and we removed some journals that departments felt were not at quite the same level of esteem as others on the list. In doing so, however, we acknowledge that the latter journals continue to be respected outlets for scholarly work, and that it is fully appropriate for a faculty member to have some articles in these journals within his or her overall portfolio of published work. The committee also removed the separate list of "Field Journals," which many faculty members found confusing. The updated list thus combines both the disciplines reflected in Stern's six academic departments (Accounting, Finance, etc.) as well as more basic disciplines in which our faculty often publish (Psychology, Computer Science, etc.).

The lists for each field were determined largely by input from the respective departments. As such, they reflect the judgments of people within the particular field of the natural cutoff between the very top journals and other journals within that field. For this reason, the lists for some disciplines are longer than others and the list is not intended to be a tool for inter-field comparisons. Not only are some fields more diverse than others, but we recognize that the typical rate of publication in leading journals varies considerably across fields.

Similar to the prior committee, we have not attempted to include every leading journal across every discipline, but rather, we have included those fields and disciplines in which Stern's faculty are most likely to publish. Furthermore, we fully recognize that specialized journals or books may be the most appropriate outlet for some research, and this list is in no way meant to imply that publication in such outlets is not valued.

Conclusion

We realize that any list will be a source of debate, so we would like to close by reiterating some points made in the first version of this list published in 2001. The list of leading journals is meant to serve as a starting point for understanding the relative importance of various journals, and must be considered along with the prevailing publication norms within a given field in any evaluation context. In addition, a list of this sort should be used merely as a guide in assessing a faculty member's research, and never as a substitute for the careful analysis of the importance and impact of each publication.

Leading Journals by Discipline

Accounting

Accounting Review
Contemporary Accounting Research
Journal of Accounting and Economics
Journal of Accounting Research
Review of Accounting Studies

Economics

American Economic Review
Econometrica
Journal of Political Economy
Quarterly Journal of Economics
Review of Economic Studies

Finance

Journal of Finance
Journal of Financial Economics
Review of Financial Studies

Information Systems

Information Systems Research
Journal on Computing
MIS Quarterly

Management (OB, OT, Strategy)

Administrative Science Quarterly
Academy of Management Journal
Academy of Management Review
Organization Science
Organizational Behavior & Human Decision Processes
RAND Journal of Economics
Strategic Management Journal

Marketing

Journal of Consumer Psychology
Journal of Consumer Research
Journal of Marketing
Journal of Marketing Research
Marketing Science
Quantitative Marketing and Economics

Operations

Manufacturing and Service Operations Management
Mathematics of Operations Research
Operations Research

Statistics

Annals of Applied Probability
Annals of Applied Statistics
Annals of Statistics
Biometrika
Journal of the American Statistical Association
Journal of Econometrics
Journal of Royal Statistical Society (series B)
Journal of Time Series Analysis
Stochastic Processes

Computer Science

ACM Transactions on Information Systems
ACM Transactions on Database Systems
Artificial Intelligence
Data Mining and Knowledge Discovery
IEEE Transactions on Knowledge and Data Engineering
Journal of Artificial Intelligence Research
Journal of Machine Learning Research
Machine Learning

Psychology

Cognitive Psychology
Journal of Applied Psychology
Journal of Experimental Psychology
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Personality and Social Psychology Bulletin
Personality and Social Psychology Review
Psychological Bulletin
Psychological Review
Psychological Science

Sociology

American Journal of Sociology
American Sociological Review
Social Forces

Multiple Disciplines

Management Science
Science