



**Call for Participants in Professional Development Workshop (PDW) Session: Successful Publishing for Early Career Scholars of Management in Africa**

**Being Held At**

**2021 Academy of Management Virtual Meeting**

**30 July - 3 August 2021**

**PDW Organizers**

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**PDW Chairs**

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**PDW Date:** To be announced.

**Objective of PDW**

The purpose of this PDW session is to assist early career scholars focusing on management in Africa who have limited experience in publishing high impact research to complete a high quality research paper for later submission. The PDW will help early career scholars to understand the key elements of writing an empirical paper for publication through one-to-one developmental feedback in a supportive environment. Second, these developmental relationships will continue after the 2021 Academy of Management meeting as both members work toward the goal of getting the manuscript submitted and published in a top-tier journal. Thus, a unique aspect of this initiative is that the developmental relationship is goal-directed; it is focused on a specific task (improving a drafted manuscript) that leads to critical short-term results (publication), more publications on management in Africa, and ultimately participants' long-term productivity as a management scholar.

This workshop will offer participants a chance to have a manuscript in progress reviewed by leading scholars in the field. These scholars have served as editors, associate editors and editorial board members of leading journals, such as *ASQ*, *AMJ*, *AMR*, *Academy of Management Annals*, *JAP*, *Organization Science*, *Organization Studies*, *Personnel Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *OBHDP*, *AMLE*, *Group and Organization Management*, *Human Relations*, *British Journal of Management*, *Journal of Business and Psychology*, and *Organization*.

**Session Description**

The structure and the process of the workshop is as follows:

Manuscripts received by 15 June will be reviewed by the organizers. We will assign selected papers to senior/leading scholars for review. We will also assign a manuscript to those whose papers were selected a manuscript to review. Participants will be sent a set of readings related to the elements of writing an empirical paper. The topics covered in the first part of the session are:

- a. Setting the Paper Hook: Positioning the Significance of the Contribution
- b. Theoretical Framing and hypotheses
- c. Methods Section Imperatives
- d. Writing a Concise Discussion
- e. Journal review process
- f. Tips for Being a Prolific Scholar

The session will include mini-lectures on the key elements of a high quality empirical journal article and understanding journal review processes. The remaining time will be devoted to discussions of manuscripts received. The PDW will also offer an important opportunity to discuss core principles and practices of publishing research about management in Africa. Authors and other participants will gain important insights into the publication process and will be able to network with scholars interested in management in Africa, review board members, and journal editors.

### **Who Can Participate**

This workshop is for early career management scholars (i.e. junior faculty). Specifically, only applications from those holding the rank of lecturer, senior lecturer, or assistant professor will be considered. This session is for junior faculty, but doctoral students are encouraged to attend the first session of this PDW in order to learn about the elements of a high quality manuscript. We have limited seats for doctoral students who therefore will be selected on the basis of first-in first-served'. Doctoral students do not have to submit a paper. Early registration is encouraged!

### **Manuscript Submission Process**

Due to the intense nature of the review process, we will only select 15 manuscripts for the PDW. We will select manuscripts based on the following criteria: (1) they are within the content domain of management in Africa; (2) they are not currently under journal review, (3) , they are in near-final form for submission to a refereed journal, and (4) the author or one of the authors is an early career scholar. Although authors may submit more than one manuscript, only one per author will be selected for the workshop. We will give priority to junior faculty who are first authors of the manuscript. Authors should provide a focus for the review process by describing a particular *dilemma*, *question*, or *concern* s/he would like the reviewers to discuss, as well as the name of the targeted journal.

**Deadline:** Deadline for registration for this PDW and submission of manuscripts is **June 15, 2021**. Please submit a manuscript and CV to [dt@saunders.rit.edu](mailto:dt@saunders.rit.edu) by that date . [There is no registration fee for the PDW but you must register for the Academy of Management Meeting \(see https://aom.org/events/annual-meeting/registering-and-attending?utm\\_source=Informz&utm\\_medium=email&utm\\_campaign=AOM2021%20Registration.](https://aom.org/events/annual-meeting/registering-and-attending?utm_source=Informz&utm_medium=email&utm_campaign=AOM2021%20Registration)

If you have any questions about the PDW, please contact Stella Nkomo ([Stella.Nkomo@up.ac.za](mailto:Stella.Nkomo@up.ac.za)). We hope you can join us for this developmental opportunity. It is all about you!