

**PDW Session: AFAM Emerging Scholar Publishing Workshop: Successful  
Publishing for Early Career Scholars of  
Management in Africa  
at the  
Academy of Management Meeting  
7-11 August, Vancouver, CANADA\***

***Manuscript submission deadline: 15 MAY 2020***

**PDW Organizers:**

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**Deadline:** Deadline for submission of manuscripts is **15 May 2020**. Submit manuscripts to Professor Ndofor at [Hndofor@iu.edu](mailto:Hndofor@iu.edu). Please contact Professor ogilvie ([dt@saunders.rit.edu](mailto:dt@saunders.rit.edu)) for questions about registration and manuscript submission.

**Objective of Workshop**

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 2020 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), career enhancement (more publications on management in Africa), and, ultimately, participants' long-term productivity as management scholars. In addition to improving the careers of early career scholars, this PDW will support the Academy's vision to strengthen the breadth of management scholarship to be more inclusive and AFAM's mission to advance knowledge and scholarship in management and organization issues in Africa.

This workshop will offer participants a chance to have their work 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*.

**Who Can Participate**

This workshop is for early career management scholars (i.e. junior faculty). Specifically, we will only consider applications from those holding the rank of lecturer, senior lecturer, or assistant professor. This workshop is for junior faculty, but doctoral students are encouraged to

attend the first session of this PDW in order to learn about the writing and review process. We have limited seats for doctoral students and will select them based on 'first-in, first-served'. Doctoral students do not have to submit a paper. Early registration is encouraged! *Note: Co-authors of a manuscript who are not junior faculty will not be allowed to attend the workshop!* This restriction allows for frank discussion of the manuscript with the junior faculty member.

## Manuscript Submission Process

Due to the intense nature of the review process, we will select a limited number of manuscripts for the workshop (a total of 12). 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, and (3) they are in near-final form for submission to a refereed journal. Although authors may submit more than one manuscript, we will only select one per author for the workshop. We will give priority to junior faculty who are first authors of the manuscript, and who 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.

Junior faculty who wish to participate in this workshop must submit their manuscripts by **15 May 2020** in order to provide adequate time for selecting manuscripts and reviewing them. Please submit manuscripts to [Hndofor@iu.edu](mailto:Hndofor@iu.edu).

## Session Description

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

The organizers will review the manuscripts received by May 15, 2020. We will assign the selected papers to the reviewers (senior/leading scholars) for review. We will also assign authors of selected manuscripts a manuscript to review. We will send participants a set of readings related to the elements of writing an empirical paper.

The topics covered in the first session of the workshop 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. The Art of Clear Writing
- f. Tips for Being a Prolific Scholar

The session will begin with 1.5 hours of real-time mini-lectures on the key elements of a high quality empirical journal article. The remaining 2.5 hours will be devoted to simultaneous facilitated roundtable discussions of the 12 papers. We expect all participants to read their assigned manuscript for discussion at their table before coming to the session in order to provide helpful feedback to the author. Each participant will have the opportunity to participate in two reviews over the course of the session. This session will also offer an important opportunity to discuss core principles and practices of publishing research about management in Africa. All participants will gain important insights into the publication process and will be able to network with scholars, review board members, and journal editors interested in management in Africa.

We hope you can join us for this day of development. It is all about you!

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**\*The Academy of Management still expects the meeting to take place as of 05 April 2020.**