

## AMD—ADVANCING DISCOVERIES THROUGH EMPIRICAL EXPLORATION

This issue marks the end of my time as founding editor of the *Academy of Management Discoveries* (AMD). It has been an exciting and challenging collective achievement! Moreover, it has been a great honor and privilege to share this journey with a very energetic and selfless team of associate editors, including Soon Ang (Nanyang Technological University, Singapore), Africa Ariño (University of Navarra, IESE, Spain), Peter Bamberger (Tel Aviv University, Israel), Curtis LeBaron (Brigham Young University, USA), Chet Miller (University of Houston, USA), and Frances Milliken (New York University, USA). We also received outstanding feedback and constructive reviews over the years from various members of AMD's Advisory Committee and Editorial Review Board. Of course, AMD would not have been possible without the unending ideas and support of Susan Zaid (AMD's managing director) and John Pescatore (AOM's director of publishing). Their collective and diverse contributions have imprinted AMD with the following distinctive features.

- AMD is chartered to publish phenomenon-driven empirical research that our theories of management and organizations neither adequately predict nor explain. AMD welcomes exploratory studies at the pre-theory stage of knowledge development, where it is premature to specify hypotheses but where plausible hunches are needed to guide future theory and research. This editorial charter is unique and complementary with other *Academy of Management* (AOM) journals. Whereas a deductive mode of reasoning is typically used to develop and elaborate theories in the *Academy of Management Review* or *Annals* and empirical induction is used to test theories in the *Academy of Management Journal*, articles published in AMD use an abductive process of reasoning to diagnose poorly understood phenomena and conceive of plausible conjectures about them.
- Founded as AOM's first all-electronic journal presented an opportunity and challenge for AMD to be on the frontier of social scientific publishing. Building the competence to do so, we created the new roles of media associate editor (Curtis LeBaron) and a team of media review board members. They introduced the following media innovations for each article published in AMD: digital whiteboards, author voice audio, and editor's comments that communicate each article's central discovery.

In addition, each article contains hyperlinks to a variety of multimedia content such as interview excerpts, video clips, pictures, illustrations, and dynamic simulations. The goal of these and other media innovations is to not only use digital media to illustrate and engage in scholarly conversations but also advance social scientific knowledge in ways that transcend the limits of paper text. It is not about making pretty pictures—it is about doing better social science.

- With the goal of fostering more dialogue within our scientific community, AMD launched Paper Commentaries, which give both readers and authors the opportunity to have public conversations about scholarly issues. AMD invites readers to collaborate in the process of knowledge production by submitting commentaries about articles published in AMD. Advancing scientific knowledge of poorly understood complex phenomena depends on thousands of people interacting together to surface different ideas and develop a variety of options to tackle problems. We think that AMD Paper Commentaries provide a small but important step for advancing scholarly discourse among members of our scientific community.
- In response to growing author criticisms from authors of being held hostage in many review rounds by editors and reviewers asking authors to write “their papers,” we adopted a strategy for AMD to be author-driven in the sense that it seeks to review manuscripts in ways that preserves the author's voice. We encourage developmental editing and reviewing, but without overstepping our role as reviewers and editors by imposing our agenda or preferred perspective. We train and request reviewers to provide concise, specific, constructive reviews of the core issues in an article (typically two pages or less). We also seek to minimize the number of “revise and re-submit” steps, and to make final acceptance decisions after only one revision.

I am delighted that these imprinting features of AMD are being advanced and extended by AMD's new editor, Peter Bamberger, and his editorial team. Peter is a brilliant scholar, and as a founding associate editor, has been instrumental in creating this vision for AMD. AMD is in great hands with Peter's continuing leadership.

I conclude with a collective appeal. Advancing discoveries through empirical exploration of complex phenomena depend on thousands of people interacting together to surface different ideas and develop a variety of options to tackle problems. It requires a community of scholars with distributed and partial images to construct synthetic representations that outstrip the capacity of any single individual. Out of the proposals, commentaries, and debates, there emerges a representation of the world that no one individual possesses, or could possess. Please participate

in this collective scholarly journey by submitting your articles, commentaries, and reading *AMD*! We are honored and privileged to launch a journal like *AMD* that facilitates these scientific discoveries among our community of management scholars. Thank you for your participation and help!

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