Get published in the Academy of Management Review (AMR)

Do:
- Read the AMR Mission Statement and the information for Contributors (http://amr.aom.org)
- Engage others early and often - get your ideas informally peer reviewed via discussions or conference papers
- Provide a theoretical explanation to support your argument
- Reflect a current and deep appreciation for relevant literature
- Proofread - poor language = rejection
- Submit your paper - be in it to win it
- Be persistent, resilient and learn from rejection!

Don't:
- State that a relationship exists without providing a compelling conceptual rationale
- Be insular in your development of your research
- Substitute references or empirical findings for theory which does not explicitly link to ideas and arguments;
- Assume your kind of research isn't welcome: over a third of papers published have been from lead authors outside the US since 2005 (King and Lepak, 2011)
- Submit prematurely!

What AMR want and how to get accepted
AMR wish to publish articles making a "clear, significant contribution to our understanding of management and organizations by scholars who belong to the Academy of Management". (King and Lepak, 2011)

AMR is not the only outlet for theoretical papers but it is highly reputable.

The AMR Editorial Board want international contributions because they consider that "international scholars may be better positioned to make novel and important theoretical contributions because of their different perspectives" (King and Lepak, 2011)

The Review Process
Reviewer turnaround at AMR is an average of 52 days. Where there are multiple rounds of review, these are kept to a minimum. During a 3 year period (2008-2011) the number of manuscripts with protracted rounds of reviews was reduced. "Over one third of the accepted manuscripts received "conditional accepts" based on the first revision, which jumped up to 80% by the second revision". (King and Lepak, 2011)

View the review process as developmental - it can help you to improve the way you clarify and frame your argument, sometimes leading to new conceptual ideas.

Quality of Reviews
AMR reviewers are experts in their fields. Each reviewer for AMR is evaluated by the associate editor for each manuscript and reviewers must turn in timely reviews. Many of the reviewers also serve in a similar capacity with other journals. Editors invest time in guiding the author through the reviews to help them develop their paper.

Move on from Rejection
Rejection is part of the learning process, in developing quality publications.

"Success is as much a function of persistence and resilience as it is of flawless theoretical logic." (King and Lepak, 2011)

Learn from rejection to further improve and develop your publications. Rejected papers are a step on the road to publication.

What happens next with rejected papers?
(based on a survey of AMR Editorial Board members)

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>Published/about to be published elsewhere</td>
</tr>
<tr>
<td>25%</td>
<td>Inactive or put to rest</td>
</tr>
<tr>
<td>20%</td>
<td>Seeded active/new paper on road to success</td>
</tr>
<tr>
<td>15%</td>
<td>Under review/in process of submission elsewhere</td>
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</tbody>
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Tips on structuring a theoretical paper
1. Identify some good AMR articles
2. Read through them closely to understand how the ideas are organised and developed,
3. Outline or map out the structure of the articles
4. Apply what is learned in this process to come up with an approach to structure the theory.

1 Suggested reading on the art of theory building from King and Lepak (2011).
