

EDITORIAL

New Editor's Introduction

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With this issue, I assume the role of editor. I enter this position with an appreciation for the accomplishments of previous editors, Samuel Osipow, Lenore Harmon, Nancy Betz, and especially my immediate predecessor Howard E. A. (Tony) Tinsley. During Professor Tinsley's 9 years (1990-1998) as editor of the *Journal of Vocational Behavior* (Volumes 37-53), he added two associate editors, expanded the Editorial Board, increased the annual number of pages to 850, and redirected the topical coverage of the annual reviews. In addition, he made significant changes in the scope, focus, and international appeal of *JVB*. He broadened the appeal of the Journal by encouraging a greater number of submissions and subsequent publications from scholars identified with the disciplines of industrial/organizational psychology, management psychology, and sociology. He also broadened their representation on the Editorial Board, solicited manuscripts from leading scholars in these areas, and invited annual reviews focusing on topics of interest to these individuals. Professor Tinsley did the same with international colleagues, inviting several of them to contribute to the Journal and, in due course, appointing scholars from Australia, Canada, and Israel to the Editorial Board. He also placed greater emphasis on special issues, with great success. The Editorial Board joins me in thanking him for his accomplishments and wishing him continued success in his new endeavors. Personally, I thank Tony for easing the transition between editors and maintaining continuity in the Journal by answering my questions, anticipating my needs, and encouraging my autonomy.

WHAT WILL BE PUBLISHED

As I look forward to my term as editor, I seek to maintain the level of excellence achieved for *JVB* by my predecessors. Thus, my policies and procedures remain generally the same. Long-standing contributors and readers will

I thank Martin M. Greller and Linda Mezydlo Subich for their helpful comments on the draft of this editorial.



notice only minor changes. The Journal will continue to publish empirical, methodological, and theoretical articles about vocational choice and adjustment across the life span. Studies of vocational choice examine topics such as occupational interests and career preferences; the relation of abilities, needs, values, interests, and personality to occupational aspirations and the career decision-making process; vocational development tasks and stages; and the effects of culture, demographic variables, and experiential factors on decision making and indecision, career maturity, occupational stereotyping, career exploration, and job search. Studies of vocational adjustment include topics such as job performance and success, job satisfaction, theories of work adjustment, occupational stress and strain, adult vocational development and career patterns, job commitment and involvement, multiple role management, work-role salience, work-leisure relations, midlife career change, occupational reentry, and transition from work to retirement.

The Journal will continue to publish manuscripts that deal with validation of theoretical constructs, developments in instrumentation and research methodology, evaluation of programs and interventions, and methodological and measurement issues. It will also continue to publish psychometric studies, especially studies that evaluate the reliability and validity of instruments which measure central concepts in vocational choice and adjustment. The Journal is particularly interested in publishing manuscripts that report the construction and initial validation of new instruments.

Over the years, some authors have formed the mistaken perception that career intervention and counseling process articles are not welcome in *JVB*. At its annual meeting, the Editorial Board explicitly reaffirmed that we do not have a policy against publishing counseling process research in *JVB*. In a similar vein, I wish to note that *JVB* also remains interested in publishing articles that present new theoretical frameworks and conceptual models. Furthermore, all research methodologies are still welcome, the issue being rigor rather than qualitative versus quantitative research design. In fact, we encourage submission of research that uses alternative designs and innovative methods. Thus, *JVB* remains interested in publishing articles that deal with career theory and intervention as well as articles that use qualitative research designs.

Manuscripts of all lengths will be published, from brief reports to long monographs. Brief reports, especially about replication studies, are welcome. As always, authors are encouraged to integrate the results of a series of closely related studies into one longer manuscript. We will be particularly interested in publishing monographs that report the results from a program of research. Over the years, *JVB* has occasionally published unsolicited monographs. Now we will actively recruit authors to write and submit monographs. The monographs will be published within regular issues, not as separates. If you know of anyone working on a program of research that lends itself to being reported in a monograph, please let me know or inform them directly of our heightened interest in publishing monographs.

The Journal will also continue to publish occasional special issues and special sections on topics suggested by readers and by members of the Editorial Board. We want to construct special issues around topics that are both timely and important, with the goals of summarizing existing knowledge or opening up new avenues of inquiry. If you have topics to suggest, please tell me.

The most noticeable change in the Journal will involve annual reviews. Many longtime readers know that the Journal's initial annual reviews comprehensively spanned the literature on vocational behavior. In a few years these comprehensive reviews became overwhelming for even a team of scholars to prepare. This caused the editor to select nine topics, three of which were to be reviewed every 3 years. This framework also became unwieldy, so the editor moved to selecting, on an ad hoc basis, three topics to appear as "annual reviews" in each October issue. The Editorial Board now has decided to try a new format, moving from annual to integrative reviews. After a thorough discussion, the Editorial Board decided to construct a list of current problems or issues and then invite reviews that address these topics, without imposing an arbitrary time limit on the literature to be reviewed. We will also start a section of the Journal devoted to integrative and selective reviews and invite authors to submit review articles, what one member of the board describes as a "free market approach to publishing critical reviews." I hope that each of you will consider writing an integrative review on the topic of your greatest expertise.

EDITORIAL REVIEW PROCESS

My overriding goal as editor is to be useful to authors and readers. I expect to be useful to authors by committing myself to making the review process prompt, fair, instructive, and encouraging. I expect to be useful to readers by striving to publish interesting and important research reports and integrative reviews that span the complete range of topics in vocational choice and adjustment. The following comments present information for authors about editorial principles and the review process.

Vocational behavior addresses a number of topics ranging from shaping individual identity and cognitive processes to the design of career interventions and organization procedures. Authors must be scrupulous in their selection of measures and samples to assure that valid inferences may be drawn and drawn at the level of analysis intended. Thus, studies which endeavor to show differences among organization practices would generally be expected to identify units whose practices differ and show differences in the relevant dependent measure among the units. It is seldom appropriate to draw inferences about organization practices from a sample of individuals within a single unit where the practices under study do not differ. Similarly, it is generally preferable to directly assess individual sentiments, perceptions, and beliefs if those are the objects of study, rather than inferring them from a role or behavior.

The editorial review process is conducted by the editor, two associate editors, and the Editorial Board. The Associate Editors are Joyce E. A. Russell and Linda

Mezydlo Subich. The Editorial Board, listed on the masthead, includes scholars who have expertise in the different content areas for which they review manuscripts. The composition of the Editorial Board reflects the diversity of scholars investigating vocational behavior. The board includes men and women; members from a variety of racial/ethnic heritages; and scholars trained in counseling psychology, industrial/organizational psychology, and sociology. Board members are employed primarily in university settings, yet some work in business and industry and in consulting firms. These board members contribute many hours each year to reviewing manuscripts and advising the editors about which manuscripts should be published. Board members recommend whether manuscripts should be rejected, rejected with an invitation to revise and resubmit, or provisionally accepted pending an acceptable revision. Most manuscripts that are provisionally accepted are eventually published. Rejection with invitation to revise and resubmit denotes greater uncertainty about the eventual publishability of the manuscript, yet connotes that the consultants and editor believe that the research is free of fatal flaws and the authors can correct the problems and concerns noted.

Most manuscripts submitted to the Journal will be reviewed by two editorial consultants and the editor or an associate editor. The editorial consultants review manuscripts without knowing the authors' identity, whenever possible. The Editors, of course, know the identity of the author. The editorial consultants are typically members of the Editorial Board, yet they can be ad hoc reviewers who have particular expertise on the topic. Editorial Board members are appointed to 2-year terms, with new Editorial Board members usually selected from among the ad hoc reviewers. Individuals who would like to serve as ad hoc reviewers are encouraged to send me a vita along with a cover letter stating their interest and areas of expertise.

CLOSING COMMENT

In the end, the continued success of the Journal depends on the authors who submit manuscripts, readers who suggest topics for special issues and integrative reviews, and Editorial Board members who evaluate manuscripts and recommend innovations in Journal policies and procedures. This group is supported in its efforts by the staff at Academic Press: Nikki Levy, Executive Editor, Social and Behavioral Sciences, and Karen Rado, Publishing Services Editor for *JVB*. I invite you to join this amiable circle of colleagues in vigorously working to maintain the high quality and promote the advancement of the *Journal of Vocational Behavior*.

INFORMATION FOR AUTHORS

The *Journal of Vocational Behavior* publishes empirical, methodological, and theoretical articles that expand knowledge about vocational choice and vocational adjustment across the life span. Studies of vocational choice examine topics such as theories of career choice; occupational interests; the relation of abilities, needs, values, interests, and personality to occupational aspirations and the career decision-making process; vocational development tasks and stages; the effects of culture, demographic variables, and experiential factors on decision making and indecision; career maturity; occupational stereotyping; career exploration; and job search. Studies of vocational adjustment investigate topics such as job performance and success; job satisfaction; theories of work adjustment; occupational stress and strain; adult vocational development and career patterns; organizational commitment and job involvement; multiple role management; work-role salience; work-leisure relations; midlife career change; occupational reentry; and transition from work to retirement. The Journal also publishes articles that deal with career theory and with career intervention. Psychometric research is also emphasized, particularly manuscripts that report the construction and initial validation of new instruments but also studies that evaluate the reliability and validity of instruments which measure central concepts in vocational choice and adjustment. Manuscripts that deal with validation of theoretical constructs, developments in instrumentation and research methodology, evaluation of programs and interventions, and methodological and measurement issues related to choice and adjustment are also published. Studies of organizational behavior and of variables more highly related to the welfare of organizations than to that of the individual ordinarily will not be considered.

The Journal emphasizes research based on and contributing to theory development. The potential applicability of the information in interventions is not a necessary ingredient so long as the theoretical significance of the research is clear. Articles of a purely exploratory nature have a low probability of being published. Studies of organizational behavior and of variables more highly related to the welfare of organizations than that of the individual ordinarily will not be considered.

Only original papers will be considered. Manuscripts are accepted for review with the understanding that the same work has not been published, that it is not under consideration for publication elsewhere, and that its submission for publication has been approved by all of the authors and by the institution where the work was carried out; further, that any person cited as a source of personal communications has approved such citation. Written authorization may be required at the Editor's discretion. Articles and any other materials published in the *Journal of Vocational Behavior* represent the opinions of the author(s) and should not be construed to reflect the opinions of the Editor(s) or the Publisher.

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The transfer of copyright does not take effect until the manuscript is accepted for publication.

Submissions. The editor requests that all manuscripts be submitted on a personal computer disk or via FTP transfer (see below for instructions) with 5 copies of the accompanying hard copy printout that exactly match the electronic files.

Disks should be labeled with the type of computer and the type of software and version number used to create the files. Academic Press will not accept disk submissions without the accompanying hard copy. File names must clearly identify the contents of each file.

Authors may place their compuscript at the Publisher's designated FTP site. This must be done **in addition to, not in lieu of**, the submission of the hard copy printout. Files must exactly match the 5 hard copies being submitted to the Editorial Office. Nonmatching files may result in immediate rejection of the manuscript.

To ensure that a compuscript submitted using FTP will be retrieved, authors must adhere to the following requirements. Name all files beginning with the first four letters of the corresponding author's last name and use additional characters to identify that file as unique. (For example, if the corresponding author's last name is Johnson and the first file contains text only, the file name could be `johntext.doc`. If a second file contains tables, it could be named `johntble.xls`.)

Place the compuscript, including all necessary files, at the publisher's FTP site using the following information:

Host Name: `ftp.harcourtbrace.com`
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NOTE: If access to the folder is "denied," this will **not** prevent the placement of files.

Authors must notify the Editorial Office at `jvb@acad.com` within 24 hours of placing the compuscript on the FTP site. Notification must include all file names, the type of computer used to create the files, the type of software and version number used to create the files, the title of the article, and the names of all contributing authors. This information should also be conveyed in the cover letter accompanying the hard copies of the manuscript being submitted separately. Authors submit compuscripts under the agreement that all of the standard submission requirements and regulations apply.

Art must be prepared as camera-ready copy and must accompany the hard copy of the manuscript. All tabular material will be typeset conventionally. If accepted for publication, the manuscript will be edited according to the style of the journal, and the proofs must be read carefully by the author. Questions on preparing electronic files may be directed to: Editorial Supervisor, Academic Press Journals, at the address listed below, or telephone (619) 699-6870 or fax (619) 699-6800. Details about the preparation of electronic files and artwork may be found on the *Journal of Vocational Behavior* home page.

Submissions will be reviewed by the editor, Mark L. Savickas. Send all submissions to: *Journal of Vocational Behavior*, Editorial Office, 525 B Street, Suite 1900, San Diego, California 92101-4495.

Authors should follow the instructions given by the fourth (1994) edition of the *Publication Manual* of the American Psychological Association. Manuscripts which do not adhere to these guidelines may be returned without benefit of editorial review. Certain features of these guidelines are emphasized below.

Form of Manuscript. Manuscripts should be prepared on high quality bond paper with wide margins using double spacing throughout. Each page of the manuscript should be numbered. The first page should contain the article title, author's name, affiliation, and address to which correspondence should be sent. Authors should *not* place their name on the manuscript itself. The second page should contain a 100- to 150-word abstract. *Key words* should be listed immediately after the abstract.

Length. Manuscripts of all lengths are published, from brief notes to monographs. Brief notes on methodology, instrumentation, or a replication study will be considered for publication. Authors are encouraged to integrate the results from a series of closely related studies into one longer manuscript rather than submit several shorter manuscripts reporting each study separately. Investigators may submit monographs to report results from a program of research. However, authors should obtain permission from the editor before submitting manuscripts longer than 30 double-spaced, type-written pages.

Abbreviations and Symbols. Do not underline symbols in text or formulas, for they will be set in italics routinely. Unusual symbols should be identified in pencil in the margin the first time they appear.

Figures. All illustrations are to be considered as figures, and each graph or drawing should be numbered in sequence with Arabic numerals. Each figure should have a figure caption and these should be listed on a separate sheet. Figures should be planned to fit the proportion of the printed page (11.5 × 17 cm), and care should be taken that all lettering on the original is large enough to be legible after a reduction of 50 to 60 percent. Illustrations in color can be accepted only if the authors defray the cost.

Tables. Tables should be typed on separate pages, numbered consecutively with Arabic numerals in order of their mention in the text, and placed at the end of the manuscript. All tables should have descriptive headings, typed double-spaced above the table. Footnotes to tables should be identified by superscript lowercase italic letters and placed at the bottom of the page containing the table.

Footnotes. Footnotes to the body of the article should not be used. The material they would contain should be included in the text.

References. Literature references in the text should be cited by author's surname and the year of publication, e.g., Holland (1985); Super et al. (1963); Lofquist and Dawis (1984, p. 224; for references to a specific page). If a reference has more than two authors, the citation includes the surnames of all authors at the first mention, but later citations of the same reference include only the surname of the first author and the abbreviation "et al." Suffixes should be used following the date to distinguish two or more works by the same author(s) in the same year, (e.g., Roe, 1979a, 1979b). Literature citations in the bibliography should be typed double-spaced and arranged alphabetically according to the surname of the author. Journal titles should be written out in full rather than abbreviated. Reference notes are not used. Personal Communications are mentioned only in the text. Further information is available in Sections 3.94 to 3.117 and Appendixes 3-A and 3-B of the *Publication Manual*.

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