



## **From the Editors** **A Note of Appreciation from *Management and Organization Review***

It is with great pride and joy that we move into the fourth volume of *Management and Organization Review*, and everyone who has been involved in making this journal an important resource for Chinese management and organization research deserves a great deal of gratitude for their contributions. We would like to take a little space to acknowledge the out-going editors and reviewers, all of whom have been with *MOR* in some capacity since the inaugural issue, and to welcome the newcomers.

Our sincerest thanks go to the following people for all of your support and expertise:

**Editorial Review Board:** Darius Chan, Georgia Chao, Yaru Chen, George Graen, Ranjay Gulati, John Henley, Chun Hui, Harry Hui, Barbara Krug, David Li, J.T. Li, Seung Ho Sam Park, Kaiping Peng, Jan Selmer, Nancy Brandon Tuma, James Walsh, Stephen White, and Katherine Xin.

**Editorial Advisory Board:** K.C. Chan and P. Christopher Earley.

**Consulting Editors:** Zhong-Ming Wang.

**Senior Editors:** Yadong Luo.

We offer a warm welcome to the following new members for your readiness to share your knowledge and enthusiasm:

**Editorial Review Board:** David Ahlstrom, Sam Aryee, Winton Au, Lance Brouthers, Yang Cao, George Chen, Charles Dhanaraj, Carolyn Egri, Kwang-Kuo Hwang, Andrew Inkpen, Gary Latham, Mingfang Li, Peter Ping Li, Klaus Meyer, Guido Moellering, Kan Shi, Andrew Spicer, Eric Tsang, Linn Van Dyne, William Wan, Elke Weber, and Michael Young.

**Editorial Advisory Board:** Sara L. Rynes and Mary Ann Von Glinow.

**Consulting Editors:** Soon Ang, Xiao-Ping Chen, Justin Tan, and Shuming Zhao.

**Senior Editors:** Oded Shenkar.

Additionally, we are grateful for Jan L. Jantzer's service as Managing Editor and would like to introduce her successor, Karin A. Heffel, who joined *MOR* in November of 2007. Karin brings with her both Bachelor's (Albion College) and Master's (University of Wisconsin-Madison) degrees in English as well as experience as an English professor and as an editorial assistant. We welcome Karin into the *MOR* family.

Of course, *MOR* is also greatly indebted to those who are continuing their service as editors and reviewers and who provide a foundation of academic excellence upon which to build the journal and its reputation. Although we have not named each of you here, please know how thankful we all are for your contributions and guidance. We have also had the assistance of hundreds of ad hoc reviewers, many of whom have contributed multiple times. We extend a great deal of appreciation for these ad hoc reviewers upon whom much of the *MOR* review process relies. Some of you have graciously accepted our invitation to join the Editorial Review Board and are ready to contribute to *MOR* at a higher level. Thank you!

It takes a great deal of organized effort to continually produce a journal of the high calibre of *MOR*, and it is a testament to all of the contributors, from authors, reviewers and editors to sponsors and readers, that we have gotten off to such a successful start. If we are able to maintain consistent excellence from our contributors, *MOR* should meet its current and future goals of publishing the highest quality research on China, cross-cultural and general management. Again, we extend our most genuine gratitude to everyone who has and who will help the continuous development of *Management and Organization Review*.

May the Year of the Rat bring you good health, success, happiness and prosperity every day of the New Year!

The Editorial Team

A note about the cover image: The cover image of this issue, by artist Yanhua YU, is to commemorate the Chinese New Year, which is the year of the Rat. The Rat is the first of 12 animals in the China Zodiac. People born in the Year of the Rat are noted for their charm. They work hard to achieve their goals and are likely to be perfectionists. Their ambitions are big, and they are usually very successful. Ms YU is a member of China Artists Association (CAA). Her work has appeared in national exhibitions held by CAA more than ten times. In 2005, she set up her website [www.yuyanhua.com](http://www.yuyanhua.com). She initiated a new field of traditional Chinese painting featuring the animal themes. Her China zodiac calendar is popular all over China. The cover painting shows Professor Rat teaching her students the old Chinese philosophy that people are born with kindness (Ren Zhi Chu, Xing Ben Shan).