

## INTRODUCTION

---

# From the Editor

---

Welcome to the first issue of the Society for Industrial and Organizational Psychology's (SIOP) new journal. The focus of this journal is on an exchange of perspectives. The typical issue contains two focal articles, which summarize a body of conceptual and/or empirical literature on a topic of broad interest and offer a point of view about that body of work. Each focal article is followed by a set of commentaries, reflecting research, practice, and international perspectives on the issues raised in the focal article. These commentaries are followed by an integrative response from the author(s) of the focal article. (See [www.siop.org/journal/siopjournal.aspx](http://www.siop.org/journal/siopjournal.aspx) for details about the journal.)

Our aspirations for this journal are broad. We hope that focal articles on topics of wide-ranging interest will integrate basic and applied work, serving as useful summaries for those away from a topic for a while. We hope that the peer commentary format helps to highlight differences in perspectives within the field. We hope that the integrative response from the authors of the focal article serves to identify areas of common ground, clarify where differences of opinion and interpretation remain, and offer insights into routes to resolution of remaining differences. We hope that the full range of SIOP members will contribute to the journal, such that research, practice, and U.S. and international perspectives are represented. We hope that the journal proves particularly valuable for students, helping them to see that the field is continuing to develop and that their task as they prepare to enter the field goes beyond mastering a fixed set of fully established facts and principles.

The two focal articles in this issue do a marvelous job of illustrating what we hope

to accomplish with this journal. The first, by William H. Macey and Benjamin Schneider, is entitled "The Meaning of Employee Engagement." It describes the differing perspectives taken in the field on the concept of engagement and differentiates among trait, state, and behavioral engagement. It is followed by 13 commentaries and a response from the authors. The second, by Charles E. Lance, is entitled "Why Assessment Centers Do Not Work the Way They Are Supposed To." It summarizes a body of research addressing the construct validity of assessment center ratings and offers provocative suggestions for modifications to assessment center design. It is followed by 10 commentaries and a response from the author. In both cases, the set of commentaries includes some that challenge the perspective taken by the authors and others that augment and extend the position taken by the authors. In both cases, the author's integrative response helps identify points of commonality and points of difference in perspectives and offers suggestions for future research and practice.

For each focal article, a project team was assembled, members of which aided the editor in reviewing the initial drafts of the focal article and in reviewing commentary submissions. For the focal article on employee engagement, that team was made up of Michael Frese, Brenda Kowske, Allen Kraut, and Jack Wiley. For the article on assessment centers, that team was made up of Ann Howard, Filip Lievens, and George Thornton. They deserve thanks for their contributions to making this issue a success.

It has been a long journey from the notion that SIOP should consider establishing a journal to the publication of Volume 1,

Issue 1. A great many people deserve thanks. This was a multiyear project, encompassing the presidencies of Fritz Drasgow, Leaetta Hough, Jeff McHenry, and Lois Tetrick. Initial planning for establishing a journal involved a task force headed by Mike Burke. Leaetta Hough, Ken Pearlman, and Dave Nershi worked with me to shepherd the journal from idea to reality. In addition to Dave, Jen Baker, Linda Lentz, and Kristen Ross provided valuable assistance from the SIOP office. Karlei Mitchell and the Wiley–Blackwell staff have been wonderful partners in this venture. Thanks are also due to task force members, editorial board members, and SIOP members who took the time to relay ideas and suggestions about the journal.

Finally, let me offer a personal observation about working on this journal project.

On many occasions, I have needed to contact SIOP members, asking them to assist in some way (e.g., review a draft article, review a set of commentary submissions on short notice). I do so with trepidation, knowing that all have many demands on their time. I continue to be amazed not only that most agree to comply with my request but at the high proportion whose response is “it would be an honor to serve.” The dedication of SIOP members to the Society and to their profession is truly remarkable, and my involvement with SIOP continues to be a source of satisfaction and engagement.

Paul R. Sackett  
*Department of Psychology*  
*University of Minnesota*