JME Special Issue - Management Education in Africa

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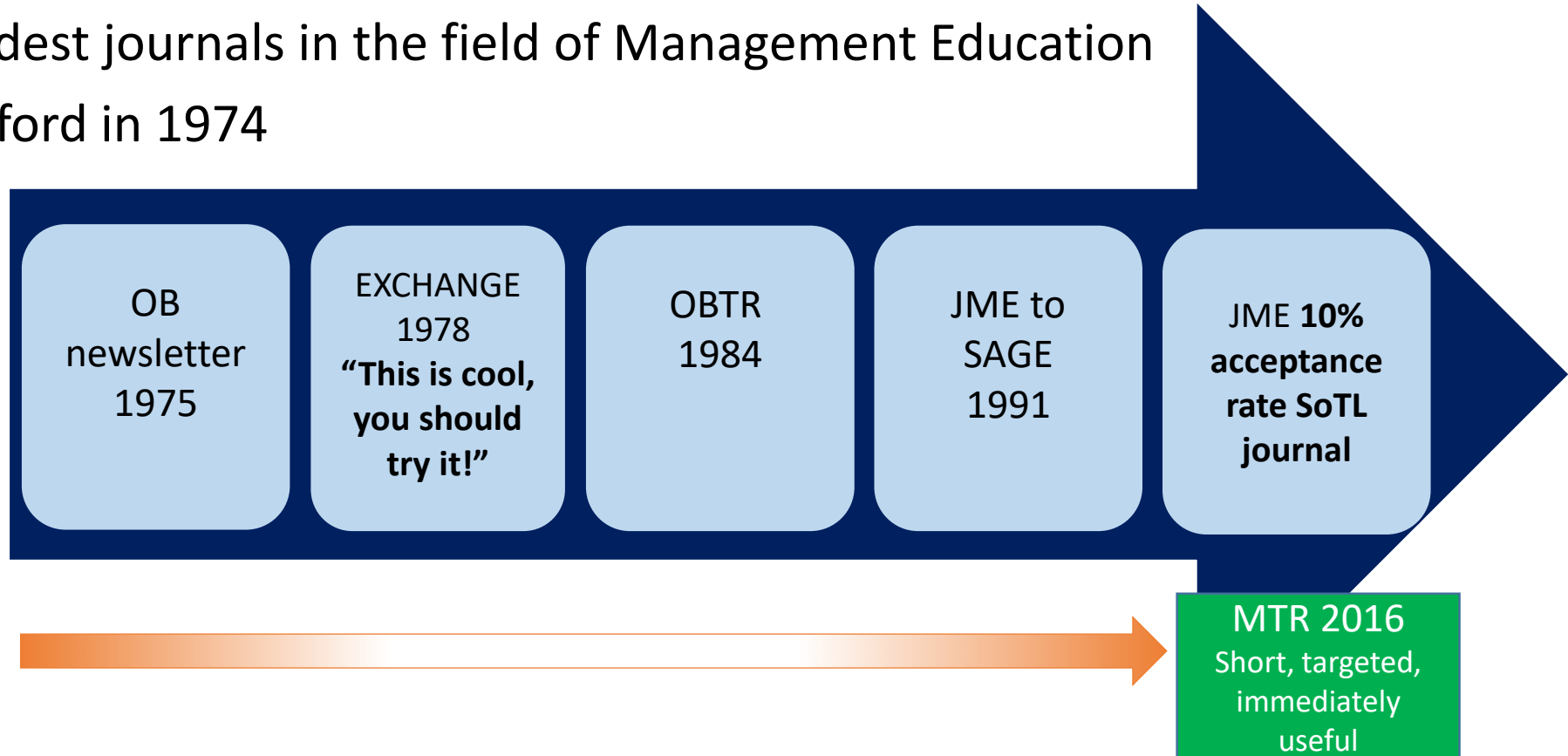# Aims of the Workshop

This workshop aims to be:

- <u>Informational opportunity</u>: Introduce Journal of Management Education and SI on "Management education in Africa"

- <u>Developmental opportunity:</u> Provide participants with insights into how to develop, write and publish articles on management education in Africa

- <u>Idea incubator:</u> Provide participants with feedback on ideas, potential projects and works-in-progress

Journal of Management Education

History of Man and Org Teaching Soc (MOBTS) Publications

- One of the oldest journals in the field of Management Education
- Roots at Stanford in 1974

OB newsletter 1975

EXCHANGE 1978 "This is cool, you should try it!"

OBTR 1984

JME to SAGE 1991

JME **10% acceptance rate SoTL journal**

MTR 2016
Short, targeted, immediately useful

Author Care Statistics and Journal Metrics

Author
- Developmental Review Process
- Author Care Statistics
  - Expect approx. 60 days for review
  - Submission to 1st Decision: 17 days
  - Avg.Time to Assign Reviewer: 11 days
  - Avg. Reviewer turnaround: 23 days

Instructor
- Actionable, evidence-based practices

Acceptance Rate: ~10%

Impact Factor (IF): 2.5

Readership-Full Text: 207,971

Google h5-index: 27

SCImago Journal Rank: 0.627

The Journal of Management Education

o Leading voice for **experiential and active learning** in management education

o Articles focus on the **practices in management education** that enhance student learning outcomes

JOURNAL OF
MANAGEMENT
EDUCATION

A Publication of the Management & Organizational Behavior Teaching Society
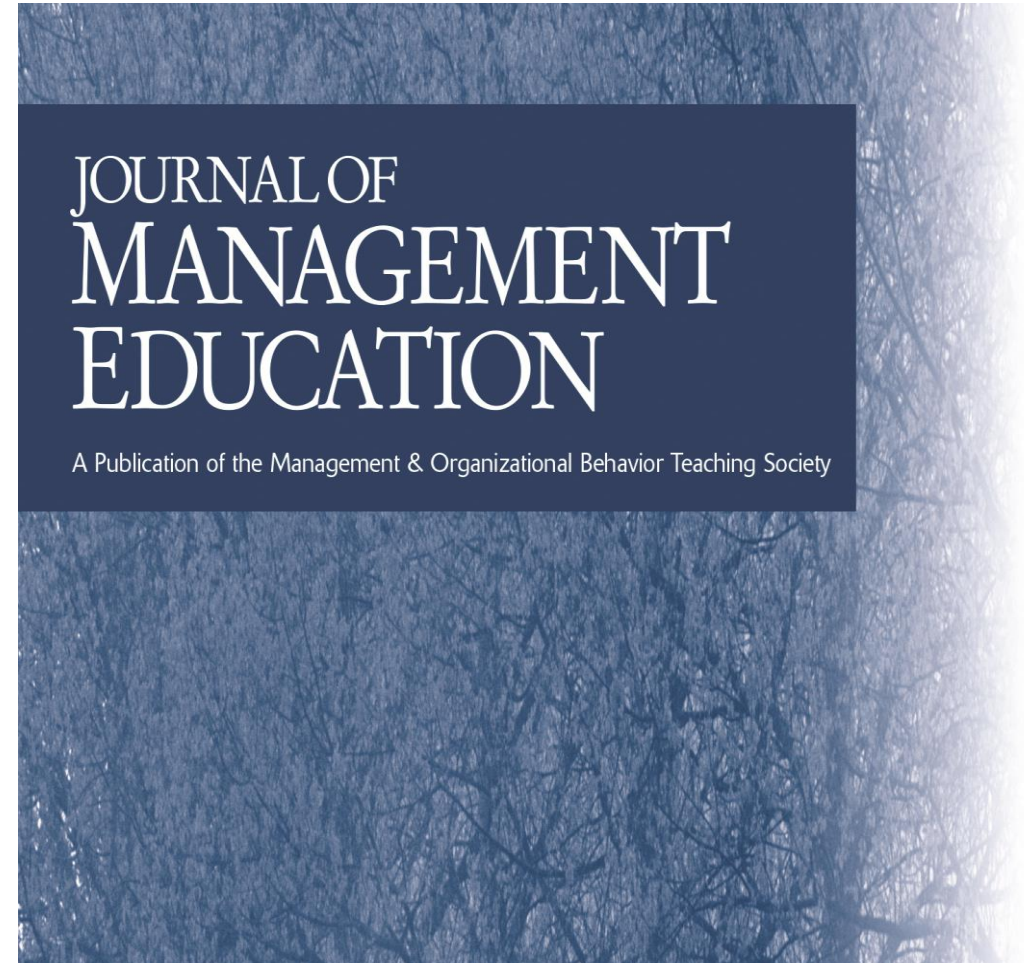
Illustrative Questions From JME's Mission

o What can be done (classroom practices; activities; instructor development) to enhance learning effectiveness?

o What current educational assumptions or practices should be questioned or challenged?

o How do we know what effective learning practice is?

o What are the connections between what we do as educators and what our students learn?

o What should be taught in undergraduate and master's level management education and continuing executive education?

o What should we as instructors be learning & why?

o Why are our educational delivery systems designed as they are, and how might they be enriched?

Sections

1. **Empirical, Theoretical, Conceptual or Review**
   o Include implications for management education
   o Methodology, as well as discussion and implications of the research
   o Literature/Domain review articles published on website and in print
   o Max 8000 words (not including abstract, refs, figures, tables, appendices)

2. **Essays**
   o Address provocative issues and positions
   o Rejoinders & commentaries invited
   o Max 6000 words (not including abstract, refs, figures, tables, appendices)

Sections

3. Instructional Innovations (Exercises, Activities, and Simulations)

- Include literature grounding
- Include evidence of effectiveness
- Used multiple times, so that authors can speak to its evolution and the dynamics
- Max 6000 words (not including abstract, refs, figures, tables, appendices)

What can the evidence be for an INI?	But evidence cannot be limited to…
Quantitative data that provides solid and convincing evidence of learning from the exercise	Data related to satisfaction with the exercise
Qualitative data that provides solid and convincing evidence of learning from the exercise	SET (student evaluations of teaching), whether quantitative or qualitative comments
	Letter course grades or similar assessments (e.g., assignment grades)

Sections

4. Instructional Change in Context

- Describe experiences enacting instructional change toward more engaged and active pedagogy in places without that tradition
- Focus on the *change* aspect even when the technique itself is not new
- Max 8000 words (not including abstract, refs, figures, tables, appendices)

5. Interviews

- Feature engaging conversations with influential figures about issues relevant to management education
- Must include a literature review as well as commentary and critique of the interview, including implications for management educators
- Must submit a short proposal (400 words maximum) to the Co-Editors prior to submission
- Max 6000 words (not including abstract, refs, figures, tables, appendices)

What sources of data might you collect?

SOTL projects use the same types of data collection as more traditional research projects

(adapted from Creswell, p. 3-26, 2003)

	Quantitative	Qualitative	Mixed Methods
Philosophical Assumptions	• Postpositive knowledge claims	• Constructivist, advocacy or participatory knowledge claims	• Pragmatic knowledge claims
Strategies of Enquiry	• Experimental designs • Non-experimental designs e.g. surveys	• Narratives • Phenomenology • Ethnographies • Grounded Theory • Case Studies	• Sequential • Concurrent • Transformative
Specific Research Methods	• Predetermined • Closed, instrument based questions • Performance, attitude, observational and census data • Statistical analysis	• Emerging methods • Open questions • Interview, observation, document, audiovisual data • Text and image analysis	• Both predetermined and emerging methods • Both open and closed questions • Multiple forms of data drawing on all possibilities • Statistical and text analysis
Motivations for selection	• Test a theory or explanation • Identify factors that influence an outcome • Understand the best predictors of an outcome	• Understand a concept or phenomenon due to insufficient or new research • Identify unknown variables	• Generalise findings to a population whilst developing a detailed explanation of the concept or phenomenon

Special Issue on Man Edu in Africa How to develop articles for the Special Issue?

Key Submission Elements

- Responds to aspects of the African management education context
- Explains relevance to management teaching practice beyond Africa
- Theoretically informed
- Grounded in empirical insights, experiences, reflections

- Links to the main themes
  - Pedagogies for learning in Africa
  - Curriculum puzzles
  - Academic careers and institutions
  - Entrepreneurship

- Open to other themes
- SI Web site: https://warwick.ac.uk/fac/soc/wbs/subjects/ohrm/research/jme/

THEMES

Showcasing Pedagogies That Facilitate Learning in African Contexts

- What can be done (classroom practices; activities; and instructor development) to enhance learning effectiveness?

- What educational assumptions or practices should be questioned or challenged?

- Why are educational delivery systems designed as they are in African con-texts, and how might they be enriched?

Exploring Curriculum Puzzles in African Management Education

- What role can management education play in good governance and ethical business practice in Africa, and where should ethics be positioned in the curriculum?

- Can learning about cross-cultural management help students and practitio-ners balance a global mindset with sensitivity to local African contexts?

- What strategies can be used to decolonize the business school curricula in Africa?

THEMES

Navigating academic careers as an African management educator

- What strategies and practices at different levels (individual, groups, departments, schools, and the academy) can support the professional development of management educators?

Fostering Entrepreneurship Learning and Education in Africa

- What instructional approaches and models are most effective in developing entrepreneurial mindsets in students and practitioners in Africa?

- What role can partnerships between Africa-based educational providers and Western universities, NGOs, and corporations play in educating students, aspiring entrepreneurs, and small business owners in Africa about entrepreneurship and innovation?

- How can African business schools, universities, and faculty educate and mentor social entrepreneurs to contribute to human wellbeing in Africa?

Common Reasons Why A Paper Might Not Move To The Review Stage at JME…

o Manuscript is outside the aims & scope of the journal

    o Research questions (RQs) outside of the management education domain

        o Ex. RQs are on higher education (HE) vs. management education, thus are not a fit for JME

        o This is not a judgment on the quality of the RQs– it is just a lack of fit

o Manuscript is not sufficiently grounded in the relevant management education literature (please note that this lit. does not need to be from JME)

REFERENCES

Billsberry, J. (2014). Desk-rejects: 10 top tips to avoid the cull. *Journal of Management Education*, *38*(1), 3-9.

Edwards, M. S., & Leigh, J. A. S. (2022). The experience of manuscript rejection: insights from the JME Associate Editors. *Journal of Management Education*, 46(4), 611-621.

Tips on writing for the journal

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MANAGEMENT
EDUCATION

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Tip 1:   Contextualize your work in theory

Tip 2:   Be clear on the type of paper you're writing

Tip 3:   Pitch to the educator in the classroom

Tip 4:   Position your work in the literature

Tip 5:   Emphasize the urgency and importance of your contribution

Tip 6:   Align your methodology with the research question

Tip 7:   Be clear on how your work advances management education practice and theory

Tip 8:   Check if the sections of your manuscript flow logically

JME SI: Preparing Leaders to Tackle Grand Challenges

Sage Journals

Call for Papers

Call for Papers: Preparing Leaders to Tackle Grand Challenges

For better or poorer, business actions reverberate beyond the boundaries of the organization.

On the poorer end of the impact spectrum, the International Labour Organization (ILO, 2022) estimates that businesses directly or indirectly pinned 17.3 million people into forced labor in 2021. This is equivalent to enslaving a country roughly the size of the Netherlands (United Nations, 2022).

On the better end of the spectrum, Grameen Bank received the 2006 Nobel Peace Prize for pioneering work in microfinancing. These small, long-term loans made credit accessible to the "poorest of the poor" (NobelPrize.org, 2006). In 2023, the Bank had a borrower base of more than 10 million (Grameen Bank, 2023). This is equivalent to alleviating poverty in a country roughly the size of Greece (United Nations, 2022).

Business actions aggravate or mitigate major global issues such as inequality, poverty, and sustainability. Business leaders drive these actions and thus determine the direction of their impact. Scholars assert that the field of management has much potential to help address these Grand Challenges (George et al., 2016). However, some lament that scholars are "not even trying" to engage with these critical issues (Harley & Fleming, 2021).

This Special Issue responds to the urgent call for scholarship. It aims to stimulate advances on how management education can develop leaders who are ready to tackle Grand Challenges.

- **Timeline**
- August 2024: Submission of full papers

- **Guest Editors**
- Sandra Alday
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- Allan Bird
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- John Dilyard
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https://journals.sagepub.com/doi/10.1177/10525629241238090

Idea incubator

Key Questions to Position Your Work

o What practical problem are you trying to solve?

  o Who are the practitioner audiences for your inquiry? How are you going to help them to think innovatively about management education?

o What scholarly MOBTS conversation are you looking to join?

o What data or sources of evidence could you bring?

Take 5 minutes to think about your idea…

Targets of inquiry insights

	Students	Managers / Organizations	Educators
Pedagogic practice			
Pedagogic theory			

Scholarly conversation

Choose a box and write in the data you could access or collect.

Key Questions to Position Your Work

o What section of JME are you targeting?
- o Empirical, Theoretical, Conceptual or Review
- o Essays
- o Instructional Innovations (Exercises, Activities, and Simulations)
- o Instructional Change in Context
- o Interviews
- o https://warwick.ac.uk/fac/soc/wbs/subjects/ohrm/research/jme/

o What SI theme are you addressing?
- o Showcasing Pedagogies That Facilitate Learning in African Contexts
- o Exploring Curriculum Puzzles in African Management Education
- o Navigating academic careers as an African management educator
- o Fostering Entrepreneurship Learning and Education in Africa

Let's Discuss Your Ideas!