

Proposal for Constructive Confrontations at *Academy of Management Perspectives*

Constructive Confrontations are designed to abate ongoing debates about important managerial issues by bringing scholars with conflicting perspectives together as co-authors. To propose a Constructive Confrontations article, please ensure familiarity with [the format](#), then fully complete this form and email it to Mike Barnett, AMP Editor, at mbarnett@business.rutgers.edu.

1. **Specify the issue.** AMP is not interested in purely academic debate. Disagreements on theoretical mechanisms or broad philosophies are not germane. Rather, AMP seeks to bring clarity to specific issues that *matter to managerial practice and policy*. Please clearly define and bound the focal managerial issue and make a convincing case for its practical importance. Note that an issue such as “managing a multinational firm” is too broad, whereas “do host community relationships really matter to the performance of foreign subsidiaries” is better defined. Where feasible, think in terms of the relationship between a dependent and independent variable in a specific context.
2. **Identify conflicting perspectives.** Describe the debate. What are the opposing sides claiming? List three published papers in the field that support each side and explain their relevance.
3. **Specify points of debate.** What are the specific points of contention? Narrow down and specify the ways in which the sides differ. Get beyond broad philosophical disagreements, to clarify the mechanisms, measures, or other specific factors that underpin the conflict. Again, where feasible, think in terms of the directionality or shape of the relationship between variables.

4. **Outline the study.** What specific study will you conduct to provide a clear resolution to one or more of the points of debate? Empirical studies are encouraged, but conceptual studies are allowable. Whatever method used, it must meet current standards of rigor at elite journals.
5. **Overview expected insights.** What do you expect to find? How do you anticipate this will help to resolve the debate? Moreover, how will these findings inform managerial practice and policy regarding the focal issue?
6. **Identify the co-authors.** Please list their name, title, current affiliation, and email address. Please provide a link to their most relevant website & **attach their CV** to the email (required).

7. **Specify each co-author's relevant expertise on the issue.** EVERY co-author must be a credited author on at least one previously published article that is germane to a side of the debated issue. Please list the publications of each co-author that are directly relevant to this topic. Briefly clarify how each of these publications support a side of the debate.
8. **Clarify co-author relationship.** Co-authorship ain't easy; all the more so between those with conflicting perspectives. What assurances can you provide that this will be a fruitful collaboration? Please specify how the authors are acquainted and how they will work together.
9. **Commit to a timeline.** If the proposal advances, when will you submit the completed article?

Thank you for completing this proposal. After reviewing it, the editor of AMP will provide feedback on its viability.