



## INTRODUCTION

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# From the Editor

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The goal of focal articles in *Industrial and Organizational Psychology: Perspectives on Science and Practice* is to present new ideas or different takes on existing ideas and stimulate a conversation in the form of comment articles that extend the arguments in the focal article or that present new ideas stimulated by those articles. The two focal articles in this issue stimulated a wide range of reactions and a good deal of constructive input.

### The Current Issue

In our first focal article, Aguinis, Bradley, and Brodersen examine data suggesting a substantial migration of the most prolific and recognized researchers in our field to business schools, and they use these data to draw some challenging conclusions for industrial and organizational (I–O) psychology in psychology departments. They deserve special credit for being willing to walk into the lion's den; their prediction that I–O psychology will be relegated to largely second-class roles in psychology departments was not exactly welcome news to many of the readers of *IOP*. Fifteen comment articles suggest alternative interpretations of the data Aguinis et al. presented,

suggest that different data might yield quite different conclusions, and articulate reasons why the growth of the field leaves plenty of room for both psychology departments and business schools to continue to contribute and prosper.

In our second focal article, Kalokerinos, von Hippel, and Zacher reexamine the concept of stereotype threat and suggest that despite data showing that the early claims of stereotype threat proponents were overblown, the concept might have considerable value for understanding a range of issues in organizations. Sixteen comment articles propose new theoretical mechanisms and models, suggest new applications for this construct, and suggest fresh reasons for concern about the relevance of this construct for understanding behavior in organizations.

It would not be possible to publish this journal without the hard work of talented reviewers. I appreciate the help and input of Ann Marie Ryan, Eduardo Salas, John Hollenbeck, Talya Bauer, Beryl Hesketh, and Bill Strickland.

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