

VOLUME 13 ISSUE 1 MARCH 2020

ISSN: 1754-9426

Industrial and Organizational Psychology

Perspectives on Science and Practice

Including focal article with commentaries:

*Supporting Robust, Rigorous, and Reliable Reviewing as the Cornerstone of Our
Profession: Introducing a Competency Framework for Peer Review*

**Tine Köhler, M. Gloria González-Morales, George C. Banks, Ernest H. O'Boyle,
Joseph A. Allen, Ruchi Sinha, Sang Eun Woo, and Lisa M. V. Gulick**

SIOP | SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY
SCIENCE FOR A SMARTER WORKPLACE



CAMBRIDGE
UNIVERSITY PRESS

Industrial and Organizational Psychology

Perspectives on Science and Practice

The novel format of the journal focuses on an interactive exchanges on topics of importance to science and practice in the field of industrial and organizational psychology. The journal takes a focal article–peer commentary format.

A focal article is a position paper on an important issue for the field (or potentially a pair of papers taking opposite sides in a debate). Such a focal article might summarize evidence on an issue and take a position as to implications for science, practice, or public policy. The paper might focus on a basic science issue, an applied science issue, a practice issue, or a public policy issue; many would be a blend. The focal article is then followed by a series of peer commentaries. These could challenge or critique the original article, expand on issues not addressed in the focal article, or draw out implications not developed in the focal article. The goal is to include commentaries from various perspectives, including science, practice, and international perspectives.

EDITOR:

Ronald S. Landis, Illinois Institute of Technology

PRACTICE FORUM SECTION EDITOR:

Mark Poteet, Organizational Research & Solutions, Inc.

SENIOR MANAGER, PUBLICATIONS AND EVENTS:

Jenny Baker, Society for Industrial and Organizational Psychology

EDITORIAL BOARD:

Neil R. Anderson, Brunel University
Winfred Arthur, Texas A & M University
Tayla N. Bauer, Portland State University
Michael J. Burke, Tulane University
Stuart C. Carr, Massey University
Allan H. Church, PepsiCo, Inc.
José M. Cortina, George Mason University
Satoris S. Culbertson, Kansas State University
Fritz Drasgow, University of Illinois at
Urbana-Champaign
Mark Griffin, University of Western Australia
Theodore Hayes, US Office of Personnel Management
Beryl L. Hesketh, University of Western Sydney
George P. Hollenbeck, Hollenbeck Associates
Leaetta M. Hough, Dunnette Group, Ltd.
Jeff W. Johnson, Personnel Decisions Research Institute
Tracy Kantrowitz, SHL
Jerard F. Kehoe, Selection and Assessment Counselling
Richard J. Klimoski, George Mason University
Allen I. Kraut, Baruch College, CUNY
Hennie J. Kriek, Top Talent Solutions and University
of South Africa

Morgan W. McCall, University of Southern California
Jeffrey J. McHenry, Rainier Leadership Solutions
S. Morton McPhail, Retired Consultant, USA
Kevin Murphy, Lamorinda Consulting LLC and
Colorado State University
Kenneth Pearlman, Creative Personnel Management
Consulting
Hannah R. Rothstein, Baruch College, CUNY
Ann Marie Ryan, Michigan State University
Lise M. Saari, New York University
Eduardo Salas, Rice University
John C. Scott, APTMetrics, Inc.
Robert F. Silzer, HR Assessment & Development and
Baruch, Graduate Center, CUNY
Stephen D. Steinhaus, HRAlignment
William J. Strickland, Human Resources Research
Organization
Nancy T. Tippins, The Nancy T. Tippins Group
Aharon Tziner, Netanya Academic College
Sara P. Weiner, Glint
Alan Witt, University of Houston

A journal of the Society for Industrial and Organizational Psychology

SIOP is the premier membership organization for those practicing and teaching I-O psychology. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science.

SIOP membership includes online access to all issues of the journal as well as an optional print copy. Individuals can become members at <http://www.siop.org/Dues/payment.aspx>. Membership rates are \$110 for professional members (Fellows, Members, Associates, International Affiliates) and \$55 for Student Affiliates & Retired statuses.

© Society for Industrial and Organizational Psychology, Inc.

Industrial and Organizational Psychology

Perspectives on Science and Practice

Volume 13, Issue 1, March 2020

CONTENTS

FOCAL ARTICLE

- Supporting robust, rigorous, and reliable reviewing as the cornerstone of our profession: Introducing a competency framework for peer review
TINE KÖHLER, M. GLORIA GONZÁLEZ-MORALES, GEORGE C. BANKS,
ERNEST H. O'BOYLE, JOSEPH A. ALLEN, RUCHI SINHA, SANG EUN WOO,
AND LISA M. V. GULICK 1

COMMENTARIES

- Using results-blind reviewing to support the peer review competency framework
LIANA KREAMER AND STEVEN G. ROGELBERG 28
- An empirical exploration of reviewers' and editors' roles fostering high quality research during peer review
ROXANNE ROSS AND ERIC D. HEGGESTAD 32
- Reviewing is its own reward . . . but should it be? Incentivizing peer review
LAUREN COLLIER-SPRUEL 37
- Lack of expertise means it is not a peer review
JEREMY L. SCHOEN 41
- Should you sign your reviews? Open peer review and review quality
DON C. ZHANG, RACHEL WILLIAMSON SMITH, AND SHERYL LOBO 45
- Peer review and role conflict
ALEX DE VOOGT AND J. MALTE RUNGE 48
- Bringing the review process into the 21st century: Post-publication peer review
P. D. HARMS AND MARCUS CREDÉ 51
- In our English-only research world, there is a need for reviewers who are tolerant of imperfect texts from non-anglophone authors
CORNELIUS J. KÖNIG AND NIDA UL HABIB BAJWA 54
- Context matters: Developing peer reviewers to advance science and practice
KRISTIN ALLEN, JENNIFER L. GEIMER, AND ERIC POPP 57

Quality standards and training are important in the peer review process, but what about engagement? PETER J. JORDAN	61
About competencies and situations: A trait-activation approach to the competency framework for peer review JOERI HOFMANS, TIM VANTILBORGH, AND SARA DE GIETER	64
Split roles in peer reviewing PAUL E. SPECTOR	68
Navigating the review process through the holier than thou JEFFREY B. VANCOUVER	72
Methodological checklists for improving research quality and reporting consistency LILLIAN T. EBY, KRISTEN M. SHOCKLEY, TALYA N. BAUER, BRYAN EDWARDS, ASTRID C. HOMAN, RUSSELL JOHNSON, JONAS W. B. LANG, SCOTT B. MORRIS, AND FREDERICK L. OSWALD	76
Recommendation: Add a competency on diversity and inclusion SIN-NING CINDY LIU, MINDY E. BERGMAN, AND THERESA R. HERNANDEZ	84
PRACTICE FORUMS	
Leadership concepts in manufacturing environments: A brief historical review and conclusion with recommendations for education and training of I-O psychologists KAREN A. TINKER-WALKER AND JIMMY D. WALKER	90
Is the future of leadership development wearable? Exploring self-tracking in leadership programs MARIAN N. RUDERMAN AND CATHLEEN CLERKIN	103