

Call for papers: Special issue of Production and Operations Management

“Diversity, Equity, and Inclusion in Operations and Supply Chain Management”

Guest Editors:

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Submissions open: May 1, 2022.

Deadline: September 30, 2022.

Motivation and Background

The imperative for Diversity, Equity, and Inclusion (DEI) has never been more important in our individual and collective mindsets. DEI can be defined in several ways and can be implemented using a variety of approaches. Specifically, diversity can be recognized in terms of demographic variables such as race, ethnicity, gender, national origin, sexual orientation, individual and team abilities and disabilities, personality types, pay, military status, marital status, ability, and age, among others. Equity traditionally has dealt with ideas of reward to effort. At a systemic level, equity is also related to notions of fairness. Inclusion increases belongingness of individuals and entities within a system while retaining their essential uniqueness. DEI is often thought of primarily as a human resources / organizational behavior issue. However, it interacts with operations and supply chains in various ways, some of which we already know but many others are not yet understood. This special issue aims to explore these interactions between DEI and operations and supply chain management (OM/SCM).

Objectives of the special issue

The objective of the special issue is to diversify the research that is already being done on DEI in OM/SCM, and to include a broader range of perspectives and methodologies in this domain. Submissions to the special issue should demonstrate clear relevance to the field of OM/SCM, but should also be well-grounded in the literatures relevant to the specific aspect of DEI being studied, e.g., in disability, healthcare, entrepreneurship, designing social systems and supply chains, organizational behavior, sociology, anthropology, political economics, or other. *Interdisciplinary work and co-authorship with scholars and practitioners in the DEI space who can bring perspectives that are novel for the OM/SCM community are strongly encouraged.* Further, we welcome articles that have policy implications at both firm and societal level.

Submission types and review process

The special issue will consider two types of articles:

- **Research articles:** Research articles should *preferably* be no more than 4000 words. The special issue is methods-agnostic. These articles should include brief motivation, literature review, analysis, key results, and a short discussion of implications for DEI for OM/SCM. With regard to articles based on data, additional tables and robustness checks should be relegated to (online) appendices. Further, the contribution of any specific hypothesis is more important than the number of hypotheses. Articles longer than 4000 words *will also be considered* but the additional length needs to be justified by additional contribution.

- **Analytical essays and brief reports:** Analytical essays and brief reports should focus on critical analysis of key issues in DEI that directly have OM/SCM implications. The purpose of the analytical essays and brief reports is to educate the broader OM/SCM community on potential implications of DEI for OM/SCM. These articles can highlight issues of contemporary relevance and deepen our understanding of DEI issues within OM/SCM. The articles in this category should be no more than 3000 words, including motivation, a brief literature review (that makes appropriate connections to OM/SCM and other disciplines), critical analyses (which could be based on arguments and potentially raw data but do not necessarily include detailed statistical or mathematical analysis), and implications for OM/SCM. An analytical essay can be based on careful analysis of existing literature with translation to implications for OM/SCM; a brief report will be based on observations from practice.

An imperfect analogy of an analytical essay could be Nerenz et al. (2021) from the *Health Affairs Journal*.

Nerenz, D.R., Austin, J.M., Deutscher, D., Maddox, K.E.J., Nuccio, E.J., Teigland, C., Weinhandl, E. and Glance, L.G., 2021. Adjusting Quality Measures For Social Risk Factors Can Promote Equity In Health Care. Article draws on literature to review arguments for and against adjusting quality measures to account for social risk factors. *Health Affairs*, 40(4), pp.637-644, at <https://www.healthaffairs.org/doi/pdf/10.1377/hlthaff.2020.01764>

Another equally imperfect analogy of a brief report (in a different domain) could be Holshue et al. (2020) from the *New England Journal of Medicine*.

Holshue, Michelle L., Chas DeBolt, Scott Lindquist, Kathy H. Lofy, John Wiesman, Hollianne Bruce, Christopher Spitters et al., 2020. Article describes the identification, diagnosis and management of the first case of the 2019 novel coronavirus in the United States. *New England Journal of Medicine*, 382(10), pp. 929-936. <https://www.nejm.org/doi/full/10.1056/NEJMoa2001191>

The guideline for reviewing such papers will be: “Do we think that OM scholars who are interested in DEI will learn something from reading this that might influence their future work in this field?” “Do the ideas articulated have clear basis in science and core operations management and supply chain principles? Are authors presenting enough evidence to support their claims? Can such ideas be implemented in the real world – i.e., firms and communities?” Papers that are based on individual opinions or on the experience of authors, without reasonable evidence from data or literature to support their claims, may not be sufficient. These papers will be reviewed by a team of senior editors recruited for the special issue, based on the extent to which the article educates the broader OM/SCM community on the implications of DEI for OM/SCM.

About the Production and Operations Management Journal

The Production and Operations Management (POM) journal, founded in 1992, is one of the flagship journals in the discipline of Operations Management. It is one of the 50 journals used in the Financial Times Research Rank of business schools; it is included in the University of Texas at Dallas’ Naveen Jindal School of Management’s list of 24 leading business journals and was one of the 20 journals included in the Bloomberg BusinessWeek ranking when that ranking still included a research component. The 2020 impact factor for POM journal is 4.965. The median time from submission to first decision is 57 days as of 2020. The journal received about 1422 submissions in 2021.

Why publish in this special issue of POM?

POM has a tradition of being an outlet for innovative work in OM/SCM, including a long list of special issues focused on topics that only entered the mainstream years later. The guest editors will work with the Production and Operations Management Society to enhance the visibility of this issue, for instance through the POMS podcast series (<https://soundcloud.com/user-398873235>), and by inviting blog posts that can accompany the special issue and that can be aimed at practitioner audiences.

Submission guidelines

- All papers need to confirm to the POM submission guidelines at https://www.poms.org/journal/author_instructions/
- While the special issue welcomes all forms of data and methodologies for submissions, authors must pay careful attention to the provenance of their data. For example, data scraped from websites or obtained from non-traditional sources should comply with the applicable terms of use and confirm to the idea of fair use. Further, data should not be collected in a manner that causes harm to individuals or companies; approval by an Institutional Review Board (IRB) or similar entity may be required but need not be sufficient.
- For empirical and experimental studies, we encourage authors to pre-register their work at a site such as the Open Science Foundation (<https://help.osf.io/hc/en-us/articles/360021390833-Preregistration>) or as Predicted (<https://aspredicted.org/>) or similar.
- Please submit manuscripts through ScholarOne at <https://mc.manuscriptcentral.com/poms>. Please note that there are separate links for research papers and for analytical essays and brief reports: in the system they are identified as separate special issues due to the different review processes involved, but accepted papers will be combined into a single special issue.
- All papers by authors that have a conflict of interest with either of the special issue editors will be handled by the Editor-in-Chief and others, not by the special issue editors.

Projected Timeline

- Submissions will be accepted from May 1, 2022.
- September 30, 2022, First submission due.
- Final decisions expected by September 2023.
- For the process of submission, please see steps below.

Submission process

Papers should be submitted through the POM manuscript central website:
<https://mc.manuscriptcentral.com/poms>.

For prompt processing, please follow the prompts below:

On the author tab, please choose “Special issue” (See Image below) in **Step 1**

* Type:

CHOICE	TYPE
<input type="radio"/>	Original Article
<input checked="" type="radio"/>	Special Issue Article

In the drop down menu that then appears in Step 1, please select your article type. Both article types will be considered for the same special issue, but authors need to mark the specific article type within the special issue.


If you are submitting a “**research article**” please choose the “**Special issue on Diversity, Equity, and Inclusion in Operations and Supply Chain Management - Research Article**” category.

If you are submitting an “**Analytical essays and brief reports**” article please choose the “**Special issue on Diversity, Equity, and Inclusion in Operations and Supply Chain Management - Analytical essays and brief reports**” category.

Follow the prompts on the screen.

For Step 6, please upload a cover letter; please include in your letter the title of the special issue and the specific article type you are submitting .

Towards the end of Step 6, please indicate “**yes**” for the question “**Is this submission for a special issue?**” and enter the title of the special issue in the text box below: “Special issue on Diversity, Equity, and Inclusion in Operations and Supply Chain Management”.

Special Issue	
* Is this submission for a special issue?	Yes ▾
If yes, please enter the special issue title.	
<input type="text"/>	 Enter title of special issue here