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What Will the *HRDQ* Future Be: When One Turns Into Three?

Valerie Anderson, Kim Nimon, Jon Werner

With this second issue of 2016, we are honored and privileged to be given the opportunity to work together as the incoming Co-Editors of *Human Resource Development Quarterly* (*HRDQ*). In our roles as Associate Editors from 2013 to 2015, we were able to learn much from the inspirational editorship of our predecessor, Andrea D. Ellinger. Andrea, along with outgoing Managing Editor Mary Lynn Lunn, have left the journal in very good shape. We are conscious that we “stand on the shoulders of giants,” as other past Editors of this journal include Richard A. Swanson, Gary N. McLean, Ronald L. Jacobs, Darlene F. Russ-Eft, Timothy G. Hatcher, and Baiyin Yang. We have a lot to live up to but are delighted that during our term as Co-Editors, we will be supported by a strong team of outstanding individuals who combine youth and experience and have offered their talents to the service of the journal. We are grateful to Claire Gubbins and Maura Sheehan, who have agreed to serve second terms as Associate Editors, and they will be joined by Trevor C. Brown, Thomas G. Reio, and Seung Won Yoon, as well as Heather Short, our new Managing Editor, and Emily Elsner Twesme, our Editorial Assistant (Social Media). We are thrilled to work together with our new editorial team!

In taking up this editorial role, we are conscious that research and researchers are the lifeblood of every discipline. As a relatively “young” area of inquiry and practice, the HRD arena has evolved over the 26-years life span of the journal (Kuchinke, 2015; Russ-Eft, Watkins, Marsick, Jacobs, & McLean, 2014). The boundaries of our HRD field are remarkably porous, and the multidisciplinary nature of the domain provokes continued debate and dialogue, as well as a diversity of methodological paradigms (Sheehan & Anderson, 2015; Werner, 2014).

Since the founding of the journal 26 years ago, journal ranking lists have become an established feature of the scholarly environment. The Institute of Science Index (ISI) and Social Sciences Citation Index (SSCI) listings dominate the international scholarly field. HRD scholars throughout the world are rewarded and incentivized by their institutions to publish in journals accorded high status, and we are committed to ensuring that *HRDQ* ranks among these

“go-to” journals. A critique of the trend to ranking systems among journals is that it encourages work where conservative questions are addressed and traditional research methods are deployed. As an editorial team, we are committed to maintaining and encouraging the highest standards of scholarly rigor. Our commitment, however, is also to foster and encourage new theoretical and paradigmatic approaches relevant to emergent research and evidence-based knowledge needs of society, organizations, and the HRD community (Gubbins & Rousseau, 2015).

During our tenure, we are committed to working with contributors to ensure that work published in *HRDQ* reflects the highest standards of ethics and scholarship. We welcome high-quality, rigorous, qualitative studies, and this issue of *HRDQ* represents an important milestone for the journal, as all the articles it contains reflect the qualitative research tradition. Of course, we intend to maintain the *HRDQ* emphasis on good-quality quantitative research, and welcome mixed-method studies as well. As the scholarly field learns to look beyond cross-sectional studies, so we also look forward to reviewing more reports of experimental, interventional, longitudinal, and multilevel research studies (Nimon & Astakhova, 2015). In addition to methodological innovation, we intend to continue the tradition of encouraging innovation and extension of the boundaries of the HRD domain. During our tenure as coeditors, we are committed to fostering research-focused discourse around a wide range of issues relevant to adult learning, training, development, and education at the levels of the individual, group, organization, and society. We look forward to doing this in conjunction with the other three AHRD-sponsored journals, (i.e., *Advances in Developing Human Resources*, *Human Resource Development International*, and *Human Resource Development Review*).

Like many of the journals in our field, *HRDQ* has in the past received many replication studies and work that is derived from other management-related areas, which have often not been appropriately positioned to address a meaningful question in the HRD domain, and such work is not appropriate to a journal such as *HRDQ*. However, we commit to encouraging scholarly work that can spark new ways of thinking and new approaches to research in areas including (but not confined to) talent management, management and leadership development, education and training, adult learning, mentoring and coaching, knowledge management, career development, organization development, and international issues.

As Co-Editors, our aspirations is to further increase and enhance the profile of the journal by broadening its reach, creating bridges with scholars throughout the world in other related fields who are engaged in high-quality research relevant to the journal, and continuing to encourage inclusivity as well as promote transparency. We commit to maintaining the current focus to strive to provide high-quality reviews for manuscripts reviewed by *HRDQ* reviewers and editors. We are certain that *HRDQ* must play an important role in building and extending the community of scholars who associate

themselves with the HRD field and can support the increasing vitality of the journal to ensure its sustainability over the long term. We welcome your input, support, reviews, and submissions in the months ahead.

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