

LETTER FROM THE EDITOR

Emerging Voices in Management: Fresh Perspectives from Student Research

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The Science Survival Academy

Dear Colleagues,

It is with great enthusiasm that I present this special issue of the *Journal of Behavioral and Applied Management*, titled *Emerging Voices in Management: Fresh Perspectives from Student Research*. This issue demonstrates the intellectual rigor, curiosity, and innovative thinking of student researchers, whose work represents the future of our field. At a time when management challenges are becoming increasingly complex and multifaceted, the importance of cultivating new scholarly voices cannot be overstated. The articles in this issue are not merely academic exercises; they are serious contributions to the ongoing discourse in management and the behavioral sciences.

One feature of student research is its willingness to question established assumptions and explore unconventional angles. Unburdened by longstanding disciplinary conventions, these authors bring fresh lenses to enduring questions, offering not only new data, but new ways of seeing. Their topics span an array of contemporary concerns, including diversity, leadership, and ethical decision-making. These contributions are grounded in careful methodology and thoughtful analyses, but they are also animated by a deep sense of relevance and urgency.

This issue is a testament to the mentorship and institutional support that makes such research possible. Behind each article is a network of faculty advisors, program directors, and research mentors who guided and shaped these projects while allowing students to retain ownership of their intellectual vision. The editors and reviewers at JBAM were repeatedly impressed by the quality of argumentation, the clarity of writing, and a willingness to engage with complex issues with both humility and boldness. We hope that JBAM's readers will approach this issue with an open mind and a spirit of encouragement. The editorial team believes you will find something in

these pages that challenges your thinking and inspires your own research. By amplifying emerging voices, we are reminded that the future of management scholarship is not only in good hands, it is already in motion.

Articles Appearing in this Issue

Berica Askew-Breier and Gary Blau explore how emotional intelligence relates to women's career advancement and satisfaction beyond the impact of gender bias, such as unequal standards and lack of mentorship. Findings suggest that gender biases affect career satisfaction more than they do advancement, and that relationship awareness and leader-member exchange link to career outcomes, though only leader-member exchange has an additive effect. These results highlight that relational dynamics shape women's career trajectories among persistent workplace gender biases.

Albertus Aochamub and Paul H. Jacques's teaching case demonstrates how Namibia uses digital diplomacy to advance its Green Industrialization Roadmap, focusing on President Hage Geingob's leadership amid competing global and domestic pressures. Students explore ethical trade-offs and stakeholder complexities in a real-world sustainability initiative, engaging with concepts such as public diplomacy, stakeholder theory, and transformational leadership. Designed for graduate-level programs, the case supports activities such as stakeholder mapping and executive simulation. The case offers faculty a versatile, interdisciplinary resource that blends strategy, ethics, and global leadership. Though focused on Namibia, the case addresses challenges relevant to leaders worldwide who navigate sustainability, trust-building, and cross-sector communication in high-stakes environments.

Jacob Crabtree and Jason M. Matyus examine four factors that affect profitability in the U.S. retail sector—voluntary employee turnover, employee wages, capital spending, and inventory turnover—with mixed findings. Higher wages did not appear to reduce turnover, and capi-

tal spending did not always enhance profitability. The study underscores the complexity of linking operational decisions to financial outcomes, highlighting the need for further research to understand drivers of profitability better in a rapidly evolving retail landscape.

Malika Buchanon, Blair Presley Bone, Kenneth Levitt, and Teresa Lao's qualitative case study explores the experiences of African American women who have advanced in STEM careers. The study applies Bourdieu's social capital and Collins' intersectionality, with three themes emerging—mentorship, sense of self, and overcoming barriers. Findings underscore the resilience and agency of these women, offering insights into promoting diversity, inclusion, and equal opportunities in STEM and other historically underrepresented industries.

Christopher Gourdine's editorial calls for reimagining leadership and governance to protect the global social commons—shared resources vital to people's wellbeing. Drawing from adaptive leadership, systems thinking, and servant leadership, this editorial critiques failures of leadership and highlights the need for accountability. Historical and contemporary examples illustrate the high cost of unregulated self-interest. The paper urges development of systems that prioritize long-term, collective interests over short-term gains, framing the protection of the commons as both a moral responsibility and strategic imperative.

Paul Jacques's book review of *Bad Company* (Dey Street Books) by Megan Greenwell discusses the author's examination of the destructive impact of private equity on essential institutions such as hospitals, housing, and journalism. Through real-life stories and systemic critique, Greenwell reveals how private equity's profit-driven model harms workers, communities, and the public good. The review highlights the book's relevance for management education, linking it to strategic, ethical, and financial debates. Greenwell's book offers a compelling call for leadership grounded in stakeholder responsibility, making it a powerful teaching tool for courses on business ethics, governance, and responsible capitalism.

Issue Conclusion

As we conclude this special issue, I thank the students whose works appear in these pages. Your research, insight, and intellectual courage have not only enriched this journal, but reminded us why emerging voices are vital to the evolution of management thought and practice. Your willingness to engage deeply with complex questions demonstrates commitment to inquiry that is both rigorous and relevant. You asked difficult questions, challenged assumptions, and articulated visions for a more thoughtful, inclusive, and responsible approach to management. These are not small contributions; they are foundations of progress.

To our readers, I hope this issue serves as a reminder that the future of management is not something we await passively; it is something we shape actively through the questions we ask, the stories we tell, and the research we conduct. By amplifying student perspectives, we remind others that fresh insights often come not from those with the most experience, but from those with the most curiosity. May we continue to encourage curiosity and ensure that emerging voices are heard.



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