



Commentary Policy for the *Journal of Applied Psychology*

Commentaries are brief, narrowly focused articles that (a) bring to light critical controversies, (b) identify important misconceptions or errors of inference, and/or (c) clarify the implications of findings related to an article published in the *Journal of Applied Psychology*. There are two types of commentaries (Kozlowski, 2011, <https://doi.org/10.1037/a0023075>):

1. The **first type of commentary** follows the traditional model. One or more commentators will take issue with an aspect of the research that bears directly on its substantive contribution. The article is then submitted as a commentary in the submission portal and will go through the regular review process. A comment will be judged as to whether it makes a meaningful substantive contribution. If accepted, the authors of the article on which the commentary is based will have the opportunity to submit a response. Responses are not automatically accepted and will go through peer review. Because responses are prepared after the acceptance of a commentary, the identity of the commentary author(s) is not blinded. If both articles are accepted, they will be published together in the same issue. There is no option for the commentary author(s) to respond to the original author's response.
2. The **second type of commentary** is intended to sharpen scientific dialogue around a topic. The Editor-in-Chief, in consultation with Associate Editors and/or former Editors-in-Chief, will identify a to-be-published article that has the potential to generate significant controversy and warrants timely, synchronous, and coherent treatment. Such an article will be designated as the "target article," and one or more proposed commentaries on the substance of the target article will be solicited to frame the controversy. The proposed commentaries will go through the standard peer review process at the Journal. If one or more commentaries are ultimately accepted, the authors of the target article will be invited to reply. In cases where the Editor believes that the underlying scientific issues of the controversy will benefit from a point of view beyond that provided by the authors and commentators, the Editor will seek additional commentators to provide a perspective on the entire controversy. If one or more commentaries are accepted, the author of the original article will have the opportunity to submit a reply, which will go under the peer review process discussed above. There is no option for the commentary author(s) to respond to the original author's response.

Other Submission Guidelines Relevant to Commentaries

- Under new guidelines at the Journal, commentaries must focus on an article published in the *Journal of Applied Psychology*.
- Commentaries must be prepared in a collegial and nonhostile tone.
- Commentaries should address major issues (e.g., primary assumptions, major findings and implications) in the original article with compelling scientific evidence rather than pointing out minor issues (e.g., technical/statistical errors) or drawing on personal experience. Concerns regarding technical/statistical errors that could be addressed through correction should be emailed directly to the Editor-in-Chief, who will follow APA policy in handling such concerns.



- A reply should focus on addressing major questions raised in a commentary with compelling scientific evidence rather than reiterating the position taken in the original article.
- Commentaries cannot be used to suggest the retraction or correction of an article. The American Psychological Association has a separate process for retractions and corrections (<https://www.apa.org/pubs/journals/resources/publishing-policies>).
- Commentaries cannot raise concerns regarding the ethical conduct of authors. These concerns should be directed to the university where the original research was conducted.
- The length of the commentary and reply must be commensurate with the contribution. Commentaries will generally be less than 16 pages (except for title page, references, tables and supplementary materials) and cannot exceed the page limit guidelines for a Research Report (19 pages except for title page, references, tables and supplementary materials).
- Please note that this commentary policy does not prohibit authors from submitting feature articles that challenge, extend or offer counterarguments to previous publications, regardless of where they are published. Such feature articles are not governed by this commentary policy.