

CALL FOR PAPERS

Special Issue of Journal of Management Studies Managerial Dimensions of Organizational Health

Guest Editors:

Cary L. Cooper, Lancaster University Management School
James Campbell Quick, The University of Texas at Arlington

The research literature on organizational stress is robust and extensive. However, recent increases in global competition, especially in core industries in Europe, the U.S., and Japan, have introduced some new issues for managers, executives, and leaders. For organizations to maintain their vitality, their productivity, and their competitive edge requires executives and leaders who are healthy, strong, and capable. In this context, there seems now to be a shift towards greater attention to work-life balance and away from the emphasis in recent years on executives primarily maximizing their remuneration.

These shifts raise issues both for the individual, especially executives and leaders, as well as for the management of organization. Hence, a special issue addressing managerial dimensions of organizational health is highly appropriate to address the new research agendas relating to burn-out, work-life balance, and associated issues. This is the broad focus of this JMS Special Issue. We invite submissions that explore, but are not limited to, issues such as:

- * Work-life balance: What are the effects of the present work environment pressures on work-life balance for managers and their families? What are healthy strategies for managers and their families to manage the stress?
- * Burn-out: What are the early warning signs and symptoms of burn-out for managers? What are the costs for the organization associated with burn-out? What are healthy strategies for preventing and managing managerial burn-out?
- * Depression: Why is depression a well-kept secret among executives? What are the predictors and prevalence of depression among managers and organizational leaders? What are the health and performance risks of depression in managerial populations?
- * Employee Assistance Programs: How can employee assistance programs be best designed for managers and leaders? How do EAPs benefit the organization when used well by managers and leaders at work?
- * Top Management Teams: What are the implications of health issues for top management teams? Do top management teams need a chief psychological officer who monitors the health of the team?

The Guest Editors invite submissions from a number of perspectives and methodologies, both theoretical and empirical in nature. The Guest Editors are open to informal proposals and ideas related to the development of this JMS Special Issue.

Electronic submissions following standard JMS guidelines would need to reach Professor Cooper (c.cooper1@lancaster.ac.uk) or Professor Quick (jquick@uta.edu) by 1 February 2005. Revised manuscripts will be accepted during 2005.

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PROFESSOR CARY L COOPER, CBE

Cary L. Cooper is Professor of Organizational Psychology and Health in the Lancaster University Management School at Lancaster University, and formerly Deputy Vice Chancellor (External Relations) of the University of Manchester Institute of Science and Technology (UMIST). He is the author of over 100 books (on occupational stress, women at work and industrial and organizational psychology), has written over 400 scholarly articles for academic journals, and is a frequent contributor to national newspapers, TV and radio. He is currently Founding Editor of the Journal of Organizational Behavior and Co-Editor of the medical journal Stress & Health (formerly Stress Medicine). He is a Fellow of the British Psychological Society, The Royal Society of Arts, The Royal Society of Medicine, The Royal Society of Health, and an Academician of the Academy for the Social Sciences. Professor Cooper is the President of the British Academy of Management, is a Companion of the Chartered Management Institute and one of the first UK based Fellows of the (American) Academy of Management (having also won the 1998 Distinguished Service Award for his contribution to management science from the Academy of Management). In 2001, Cary was awarded a CBE in the Queen's Birthday Honours List for his contribution to organizational health. He holds Honorary Doctorates from Aston University (DSc), Heriot-Watt University (DLitt), Middlesex University (Doc. Univ) and Wolverhampton University (DBA).

Professor Cooper is the Editor (jointly with Professor Chris Argyris of Harvard Business School) of the international scholarly Blackwell Encyclopedia of Management (12 Volume set); and the Editor of Who's Who in the Management Sciences. He has been an adviser to the World Health Organization, ILO, and published a major report for the EU's European Foundation for the Improvement of Living and Work Conditions on 'Stress Prevention in the Workplace'.

Professor Cooper is also the President of the Institute of Welfare Officers, Vice President of the British Association of Counselling, an Ambassador of The Samaritans and Patron of the National Phobic Society.

PROFESSOR JAMES CAMPBELL (JIM) QUICK

James Campbell (Jim) Quick is Professor of Organizational Behavior and Director, Doctoral Program in Business Administration, The University of Texas at Arlington. The American Psychological Foundation honored him with the **2002 Harry and Miriam Levinson Award** as an outstanding consulting psychologist who demonstrated exceptional ability to convert psychological theory and concepts into applications through which executives and leaders can create more effective, healthy, and humane organizations. He is a **Fellow** of the Society for Industrial and Organizational Psychology, the American Psychological Association (APA), the American Institute of Stress, and was awarded a 2001 APA Presidential Citation. He was Founding Editor of APA's *Journal of Occupational Health Psychology* and was APA's stress expert to the National Academy of Sciences (1990). He is co-author with Debra L. Nelson of *Organizational Behavior: Foundations, Realities, and Challenges, 4th Edition* (Thompson/Southwestern). Dr. Quick is listed in *Who's Who in the World* (7th Edition), was awarded **The Maroon Citation** by the Colgate University Alumni Corporation and **The Legion of Merit** by the U.S. Air Force. Jim is President of the Great Southwest Rotary Club. He is married to the former Sheri Grimes Schember, and they are both Paul Harris Fellows.