

EDITOR'S NOTE

We are very excited about this issue of the Journal. It inaugurates a new alliance among the University of Michigan, John Wiley & Sons, and the Society for Human Resource Management. For 34 years, the University of Michigan has had editorial responsibility for *Human Resource Management*; for the last 12 years Michigan and Wiley have partnered in publishing the Journal. Beginning with this issue, the Society for Human Resource Management (SHRM) will join us to edit, publish, and distribute the Journal; Michigan will continue to take editorial leadership. With an outstanding Managing Editor (Gerry Lake); prominent Associate Editors, (Dick Beatty, Sharon Lobel, Craig Schneier, Arthur Yeung, and Michele Kacmar), and a world-class Editorial Board, the Journal will continue to push frontiers of HR theory, research, and practice. Wiley will continue to offer publishing expertise, and SHRM brings to this alliance the world's largest association of HR professionals (over 70,000 members). SHRM also, through its foundation, has a commitment to theory and research which further the profession of HR.

As a collective team, we envision that this alliance will further the vision of the Journal. Our overarching theme is to be the "premier journal for thoughtful human resource executives, theorists, and researchers." We define human resources to include a broad spectrum of organizational and management issues ranging from employee commitment and attitude, organization structure and design, human resource tools (staffing, development, appraisal, rewards, communication), to diversity, measurement, quality, change, culture, and

leadership. As we share knowledge in these areas, we believe that the profession of HR becomes more than a series of anecdotes, personal experiences, or best guesses and that the theory and discipline of HR will increase the quality of the overall profession. Our new Journal cover represents the new global focus of all our work. We thank Caroline Foster of SHRM and the staff of the Facet Company for their fine work in helping us develop this cover.

As the concept of this alliance developed, we wanted the inaugural issue to demonstrate the breadth of the Journal, thus we asked academics, HR executives, and consultants to write ten pages each about what they think the future holds for HR. We asked each author to make this a personal essay (not necessarily a data-based or theoretical essay), to speak from the heart about where HR is going, and to be creative and innovative in offering ideas and alternatives, that is, not just to take something from the shelf, dust it off, and send it in.

We are delighted with what we received from the authors of this issue. We were concerned that with our short time lines, we might have difficulty receiving the quality of thinking required for such an issue to work. We were wrong. We received uniformly positive and exciting responses from all authors.

This issue represents our hopes for the HR field. Through these authors we hear the voices of diverse and distinct audiences who present their points of view (e.g., academics talking about theory and research, consultants about products, and executives about applications), but these boundaries are becoming blurred. All of the authors challenge and pro-

voke human resources to become a profession, to become more demanding in theory and methodology, and to become bolder in making a difference in business results. We think these articles will provoke demand and dialogue and that they will lay the foundation for further theory as well as for action.

We are very pleased to announce that John Wiley and Sons has committed to publish this

issue (including some additional articles) as an edited book. We already see the benefits of this alliance as we try to create and disseminate knowledge that will help HR professionals add value to their enterprises.

Dave Ulrich
Editor