



QUARTERLY NEWSLETTER

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The 25th Anniversary of the Journal of Contemporary Administration (RAC)



Marcelo de Souza
Bispo

We are very happy to celebrate the 25th anniversary of RAC in 2022. It is an avant-garde journal in the field of administration in Brazil, emerged to fulfill the lack of journals without connection to a specific educational institution, publishing Brazilian and, currently, international research. RAC has published studies with multiple philosophical, theoretical, and methodological orientations, consolidating as a space of plurality for both mainstream and new ideas and perspectives in the field of administration. Amidst the increasing number of administration journals worldwide (and in Brazil), RAC was established as a contemporary journal.

A contemporary journal means a publication attentive to the present and its prominent challenges. This institutional positioning was made under the leadership of RAC's first editor-in-chief, Prof. Clóvis Machado da Silva (*in memorian*), when the journal was created in January 1997. The view of building a plural journal was present since the beginning and throughout the leadership of the editors-in-chief that followed Professor da Silva, such as Professors César Gonçalves Neto between 2001 and 2002 (*in memorian*) and Tomás de Aquino Guimarães (2002 -2005), editors that consolidated RAC as a national reference for publishing research in administration.



RAC continued to be attuned to everyday life, and an example of this characteristic is the journal's electronic version, which went live during Prof. Rogério Quintella's administration (2006-2011). In the subsequent administration (2012-2018), under the leadership of Prof. Herbert Kimura, RAC incorporated the journal *Tecnologias de Administração e Contabilidade* (TAC) (Administration and Accounting Technologies). This event expanded RAC's plurality, opening space for publications with contributions to the teaching and practice of administration through teaching cases and technological articles. More recently, the editor-in-chief Prof. Wesley Mendes-da-Silva (2018-2021), concerned with transparency in scientific research, led the process of making RAC a journal aligned with the best practices of Open Science and in the modernization of the journal's website and operational procedures that enable RAC to advance in its indexing processes.

Now, it is up to me to lead the RAC positioning processes (anchored in the concept of contemporaneity - see [Editorial of RAC v. 26, n. 1](#)), advance in the journal indexation, guarantee epistemic, theoretical, or methodological plurality, diversity (ensuring gender diversity, for example), and continue the internationalization of the journal without losing its Brazilian identity.

To democratize this history and ensure that the multiple hands that built RAC over these 25 years participate in this celebration, I share below some testimonials from former RAC editors, with the absence only of professors Clóvis Machado da Silva and César Gonçalves Neto (*in memorian*), the current Director of Communications and Publications (Prof. Rafael Porto), and the President of ANPAD, Professor Alketa Peci).



Tomás de Aquino
Guimarães

"On the occasion of the Silver Jubilee of RAC, I pay tribute to its creator, Professor Clóvis Machado, and I emphasize the journal's role as an inducer of knowledge dissemination and editorial management of other journals. In the second half of the 1990s, when there was still no talk of good scientific publishing practices in the area of administration in Brazil, Prof. Clóvis discussed the need for ANPAD to create a journal that was not owned by a specific educational institution and that adopted an editorial process based on scientific, impartial, and impersonal criteria. At that time, the main Brazilian administration journals were guided by privileging "in-house" authors, which left most researchers with few options for publication. Since its launch, RAC has adopted an editorial process supported by principles that were later consolidated in ANPAD's Manual of Good Practices for Scientific Publication, becoming an example followed by other journals in the area. We congratulate Prof. Clóvis and RAC for the courage and competence to innovate. Congratulations also to the journal for its influence in the dissemination of quality scientific knowledge and, consequently, for its contribution to training new researchers".

Professor Marcelo de Souza Bispo is the editor-in-chief of RAC for the 2021-2024 triennium.



**Rogério Hermida
Quintella**

"Congratulations to the community of scientists who made and make RAC the success it is. A quarter-century of quality and effectiveness is no ordinary milestone. I had the honor of succeeding professors Clóvis Machado-da-Silva and Tomás de Aquino Guimarães as editor-in-chief of RAC from 2006 to 2011. At that stage, RAC's biggest problem was the long time between acceptance and publication of articles, a period that normally lasted over a year. I believe that one of the main results of my time in the position was the radical reduction of that time and the end of printing the journal – a technologically simple process but responsible for most of the managerial problems of the time. In view of the continuous improvement of its editorial processes and the advancement of research in the scope of publication, I am sure that many more jubilees will come. Congratulations to the entire community and long live RAC!!"



Herbert Kimura

"It is a pleasure to be part of the 25th anniversary of the Journal of Contemporary Administration (RAC). I had the honor of participating in RAC, contributing to its editorial process for more than six years or almost a quarter of its history. RAC is the main Brazilian scientific journal in the area of administration, a fact that is reflected not only in the opinions of researchers but also in editorial metrics. As it is linked to ANPAD, an association of great influence and capillarity, RAC has a wide reach, with extremely qualified authors and readers from different parts of the planet. On the one hand, this demanding audience means that RAC has to constantly improve to maintain its leadership position among national journals in the administration field. On the other hand, ANPAD's support allows RAC to have a differentiated

editorial structure, with a highly qualified and updated team on the best scientific publishing practices. I thank ANPAD for the opportunity and, in particular, professors Tomás de Aquino and Rogério Quintella for all their support, especially in complicated situations in the editing process. I also thank Nadia Machuca, editorial assistant, for her professionalism and patience, who accompanied RAC throughout my time as editor. The success of a scientific journal stems from an ethical and committed team. RAC, happy 25th birthday! Here's to the next 25 years of success and achievements".



**Wesley
Mendes-da-Silva**

"The experience I had as an editor at RAC between 2018 and 2021 was unique, especially the opportunity to have both responsibility and freedom to influence the scientific context of the business area in Brazil. When it comes to responsibility, it is always encouraging and challenging to reflect on the priority paths for the journal to effectively fulfill its role of promoting the development of the field of business research and promoting the value that the journal should have in society. Thus, the freedom to execute the strategies deemed opportune and necessary was essentially preserved. In this opportunity in which RAC completes 25 years, thanks to the work of the editors since the creation of the journal, it is not difficult to see the growth in the quality of published works, signaling the growth of the business research environment in Brazil. I am sure that the individuals who have the opportunity to occupy the role of editor-in-chief of RAC will preserve the legacy of this patrimony of Brazilian society, which has been occupying a growing international space in the field of business management, constituting a vector credible, transparent, and relevant knowledge dissemination to address real-world problems".



**Rafael Barreiros
Porto**

"My proximity to Journal of Contemporary Administration (RAC) has grown over a long period of time. The first contact I had with RAC was during my undergraduate education in administration when a professor suggested reading an article published in the journal. Later, as a professor in a business administration program, I started to encourage works based on articles published in the journal. After becoming a researcher on a graduate program at the University of Brasília, I produced, submitted, and published articles in scientific journals, and RAC has long been a highlight. RAC became one of the main Brazilian journals in administration. It is a journal synonymous with high-quality publication, and it is mandatory for a researcher in administration in Brazil to go through it from time to time. Now, as director of Communication and Publications at ANPAD, I see its importance and potential even more. Long live RAC!"



Alketa Peci

"The dynamics of academic journals accompany and reflect the qualitative and quantitative growth of a field of research ([Peci & Monteiro, 2021](#)). The first academic journals appeared in the 1960s – RAUSP, RAP, and RAE – and dominated the scientific production in the field for several decades. The quantitative leap in the area, observed mainly since 2000, is materialized in the more than 300 academic journals in the field of administration that currently exist in the country ([Rosa & Romani-Dias, 2019](#)). In this context of quantitative growth, in January 1997, the Journal of Contemporary Administration – RAC – appears, completing now 25 years of publication. RAC arises from a new qualitative proposal and marks a substantive change in the dynamics of our field. In fact, RAC was institutionalized as a result of an initiative by the ANPAD – Brazilian

Academy of Management and established as a journal independent from academic programs and institutions, representing a plural community of researchers, like more consolidated international journals, such as the Academy of Management Journal, Strategic Management Journal, Journal of Public Administration Theory and Research, among many others also managed by academic associations. This change in the journal's governance may seem subtle, but it cements the conditions for a more plural dynamic of knowledge construction. The processes for choosing the journal's editors have gradually improved, seeking to align meritocratic mechanisms with the transparency of selection processes. In short, the consolidation of RAC greatly contributes to the improvement of ANPAD itself. Many challenges remain in the management of ANPAD's academic journals, among which I highlight the challenge of navigating and positioning oneself in the context of hundreds of academic journals that are present today, not only in our field but also in the international context. I congratulate the journal's current editor, Prof. Marcelo Bispo, for treading this path, and I wish RAC the deserved prominence as the journal that publishes high-quality research focused on contemporary administration issues".

I will take this opportunity to thank the entire RAC community made up of readers, authors, reviewers, and associate editors. Without your work, RAC would not exist. Likewise, my gratitude to all the people who participated behind the scenes of RAC over these 25 years and who are currently represented by the competent Kler Godoy and Simone Rafael; your contributions make RAC a journal of excellence. May RAC always remain a space for contemporary issues in which administration critically contributes to the real world and its concrete problems. Congratulations RAC!

In memoriam



Clóvis L. Machado da Silva



César Gonçalves Neto

Lusophone Countries Deepen Debate on Public Administration during Virtual Conference



Suylan Midlej



Sónia Gonçalves

The initiative is a partnership between ANPAD – Brazilian Academy of Management, ISCSP ULisboa, and the Lusophone Forum for Administration and Management

The IX Public Administration Conference (EnAPG 2022) will take place from May 30 to June 1, 2022. This edition of the conference will occur together with the VI Lusophone Congress of Human Resources Management and Public Administration in an innovative partnership to strengthen ties between public administration communities in Brazil and Portuguese-speaking countries. The conferences will be co-hosted by the ANPAD Academic Division of Public Administration (APB), the Institute of Social and Political Sciences (ISCSP) of the University of Lisboa (ULisboa), and the Lusophone Forum on Administration and Management.

The partnership is unprecedented, but both conferences have been held in different countries for many years. The EnAPG aims to debate and deepen various topics in public administration to update the discussions both academically and in their practices. It is a space where researchers and public agents with different experiences have the opportunity to exchange knowledge and discuss, gathering those who are students to senior practitioners and scholars.

The interest groups addressed in the EnAPG 2022 include: relations between state and civil society; state, organizations, and public management: reforms and modernization; public administration, participation, and democracy: perspectives from the state and public governance; government planning, public finance, and control in the public sector; management of public organizations: managerial functions and functional areas; public service organizations and management; cases and applications of public policies: tradition of policy orientation; federalism and intergovernmental relations in Brazil; local governments in Brazil: challenges and municipal perspectives of autonomy and decentralization; regional development, social capital, and local public management; analysis of public policy and inequalities; public administration, public policies, and race relations in Brazil; stakeholders in public administration; innovation in the public sector; entrepreneurship in the public sector; theoretical and

empirical interfaces between public management and social management; ontologies, epistemologies, theories, and methodologies in public administration; history, memory, and comparative studies in public administration; Brazilian political administration: thought and practices; state, global governance, and supranational organizations: management and public policies at the international level. Finally, the VI Lusophone Congress of Human Resources Management and Public Administration is included as an interest group of the EnAPG 2022.



The Lusophone Forum on Administration and Management aims to bring together scholars and practitioners from Portuguese-speaking countries to discuss issues related to administration and management, forming networks of research and knowledge and practices exchange. The Forum also contributes to the design and implementation of public policies that improve the quality of administration and management in Portuguese-speaking countries. According to Sónia P. Gonçalves, deputy coordinator of the Human Resources Management and Policies Coordination Unit at ISCSP-ULisboa and executive coordinator of the Lusophone Congress on Human Resources Management and Public Administration, "The Forum has brought together the Portuguese-speaking community of researchers and practitioners in administration and management and promoted a space for discussion aimed at building a Portuguese-speaking style of administration and management, respecting cultural differences and creating synergy between similarities, as well as contributing to the public policies associated with the topic in Portuguese-speaking countries."

For Gonçalves, the Lusophone Congress of Human Resources Management and Public Administration was

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one of the ways the Forum found to continue its mission of discussing various aspects and perspectives of administration and management that potentially stimulate the development of people and organizations. Thus, it has fostered research on human resources management and public administration in Portuguese-speaking countries.

Some interest groups have been highlighted in the discussions promoted in the context of the Lusophone Congress, such as organizational behavior; decentralization, mobility, and spatial planning; entrepreneurship and innovation; aging; challenges and opportunities for people management; human resources management in the public service; governance and public health policies; public governance and administrative reform; digital governance; leadership and governance; human resources development policies; innovation policies in public administration; and health and well-being at work.

As for the previous Lusophone Congresses, the first was held in 2011 at ISCSP in Lisbon (Portugal), the second in Sete Lagoas (Brazil), the third in Maputo (Mozambique), the fourth in São Paulo (Brazil), and the fifth in Lisbon. This year, it will be hosted in Brazil. However, the activities will occur online, a format that undoubtedly offers more opportunities to gather Portuguese-speaking researchers who will debate 21 interest groups related to public administration and human resources management.

For Armindo Teodósio, Chair of the APB Division, “the approach and partnership with the Lusophone Congress and the entire community of fellow Portuguese-speaking researchers represent the deepening of the internationalization of research on public administration in Brazil, on new bases and horizontal principles. It reviews a historical trajectory and ties of belonging that brings us closer to the Portuguese-speaking community while encouraging us to think about approximations and distances between public management in these countries. It is a promising partnership and one that is expected to last.”

João Ricardo Catarino, the coordinator of the Department of Public Administration at the partner institution ISCSP-ULisboa, considers this conference to be of the utmost importance not only for the internationalization of the research activities of all professors and organizations involved. It also connects research perspectives adopted among the nations forming the Community of Portuguese-speaking

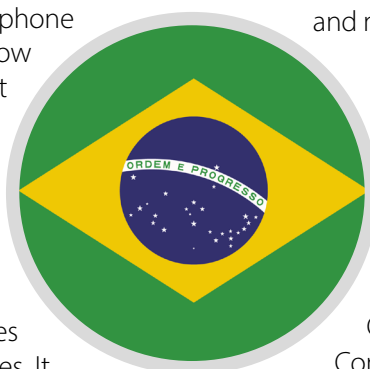
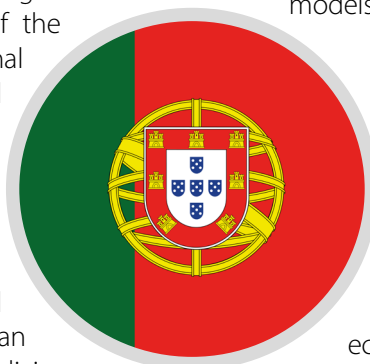
countries (CPLP). On the other hand, he argues that the Congress brings together researchers from all parts of the world and, therefore, can enhance contacts and strengthen networks and partnerships to increase scientific production. It also allows for sharing experiences, practical cases, reform movements, and other solutions adopted in different countries, considering the similarity of public administration models implemented.

The expectation of Fernanda Nogueira, coordinator of the Human Resources Management and Policies Coordination Unit at ISCSP-ULisboa and one of the founders of the Forum, is that the partnership formed this year will make it possible to enhance the vectors of administration and management in the public and private domains and in political, economic, scientific, social, and cultural contexts.

In her view, other initiatives can further intensify ANPAD’s partnership with the Lusophone Forum, such as actions to raise awareness of society and organizations in CPLP countries regarding the importance of administration and management and the role of entities that plan, execute, and study policies administration and management; studies on administration and management, with particular emphasis on those that strategically respect the CPLP countries; exchange of information, methodologies, and connection in the study of administration and management issues that are important for CPLP countries; and organization of seminars, conferences, workshops and other actions of study, dissemination, and knowledge sharing on administration and management matters.

For Sónia P. Gonçalves, “the Lusophone Congress on Human Resources Management and Public Administration will continue to be one of the crucial tools as an embryo space for synergies for Lusophone projects.” The future perspective is that the partnership between the IX Public Administration Conference (EnAPG 2022) and the VI Lusophone Congress of Human Resources Management and Public Administration maintains a channel of scientific communication and performance practices among all Portuguese-speaking countries.

Alketa Peci, president of ANPAD, points in the same direction: “the partnership allows fostering diverse debate forums, stimulating the creation of international research networks, and promoting collaborative research agendas addressing themes of interest for the Brazilian and Lusophone community.”



Changes in the Rules of Paper's Interest Groups for ANPAD Conferences



Henrique Muzzio

Between October 2021 and January 2022, ANPAD changed the rules and period to define the interest groups of its conferences to make the process more structured, predictable, and transparent for the entire community. The changes apply to both divisional conferences and EnANPAD. The new definitions took place after an exhaustive and democratic debate between the scientific board and the 11 chairs of ANPAD's academic divisions, with the support of the respective scientific committees and leaders of interest groups.

From now on, the rules and interest groups are valid for three years. The current call for interest groups will be valid from 2022 to 2024. This change allows the community to better plan its submissions associated with ongoing research. With this predictability, researchers can develop their work knowing that there will be adequate space for debate and profusion of ideas, a point of outstanding importance in academic conferences, and a fundamental measure to improve the manuscripts traditionally submitted/published in journals. ANPAD hopes so participants in the organization's conferences can discuss their studies with peers before submitting them to journals, making their research more robust and competitive for publication.

At the same time, the three-year period does not seem long enough to compromise the natural dynamism expected from each academic division. There is nothing to prevent interest groups from continuing beyond this period of validity. Based on an analysis by the Chairs of the Academic Division and the Scientific Committee and the community's interest, it is possible, and healthy, that interest groups span more than a triennium. At the same time, this format encourages the submission of emerging interest groups that refresh the divisions and reflect the new interests of researchers and new market and society demands. The rules

also allow the coordination and scientific committee to discontinue a theme if the community is not interested. It is worth noting that all theme choices, discontinuing a theme, and possible changes require the final approval of ANPAD's scientific directors.

The interest groups are submitted by interest groups led by two or three academics. The leaders must be ANPAD members – a requirement applied only to Brazilian academics (they have to be individual members or affiliated to a member graduate program). International academics can be leaders without meeting this requirement – and duly registered with iANPAD. At least two leaders of interest groups must be professors on an ANPAD member graduate program. All applicants must be linked to different higher education institutions (IES), preferably from different Brazilian states. Applicants may not participate in more than one submission/leadership, even from different academic divisions. Researchers are expected to hold PhDs for at least three years. The participation of researchers linked to institutions abroad is also encouraged to expand ANPAD's internationalization. Members of ANPAD's Board of Directors, Scientific Committees, and Chairs of Academic Divisions are not allowed to submit interest groups.

The rules also state a minimum profile and a series of responsibilities for group leaders. Likewise, the rules clarify the roles of Scientific Committees and Chiefs of Academic Divisions in this process, the submissions format, evaluation process, and selection procedure and criteria. Submissions can be presented in Portuguese and English. Among other criteria, the following will be observed: the theme's relevance and its relationship with the respective academic division; the thematic connection and the close relationship with competing submissions; and the leaders' experience.

Despite the advantages of these changes, the community must remain attentive throughout this triennium and indicate possible obstacles, difficulties, or inconsistencies that may emerge. We live in a time of intense changes, with extensive management difficulties associated with such dynamism. Thus, the experience of upcoming conferences will be very useful to support future changes that will certainly be necessary for a perspective of constant improvement.

Prof. Henrique Muzzio (PROPAD/UFPE) is the Chair of ANPAD's Management & Accounting Education and Research (EPQ) Division and Interest Groups.

These rules intend to benefit the community as a whole, notably by pursuing an efficient process with a structured set of rules that facilitates planning, establishing partnerships, submission, and theme evaluation and selection. Furthermore, such modifications have the advantage of making the process more transparent – as it has been required – for the whole community, with all the positive externalities that this implies.

Despite the advantages of these changes, the community must remain attentive throughout this triennium and indicate possible obstacles, difficulties, or inconsistencies that may emerge. We live in a time of intense changes, with extensive management difficulties associated with such dynamism. Thus, the experience of upcoming conferences will be very useful to support future changes that will certainly be necessary for a perspective of constant improvement.

We are all affected by the necessary implementation of online conferences, which demand great adaptations from ANPAD's Board of Directors and from us all. Such changes are not always well understood, but we can say that they

are being conducted successfully, as indicated by the satisfaction surveys carried out with participants in the last conferences (despite many of the participants indicating their preference for face-to-face activities and the small – and even expected – technical inconveniences occurred).

Finally, all the changes were carried out within a perspective of improvement, collectivity, common good, and ample space for ideas dissemination and debate, as advocated by the exercise of democracy, which naturally also involved disagreements, but which, in the end, represented the view of the vast majority of those involved.

The ANPAD's Board of Directors, the Chairs of Academic Divisions, and the Scientific Committees hope that such changes will benefit the community. Thus, ANPAD will continue to exercise its social role of bringing together a wide range of researchers in its field of activity to continue positively impacting the scientific community in particular and society in general. We hope that with these changes, the community will feel encouraged to submit proposals, further strengthening ANPAD.

Important Dates: Conferences in 2022 and Important Meetings

2022 DIVISIONAL CONFERENCES

Three divisional events will occur in May 2022, promoted by ANPAD – Brazilian Academy of Management and its Academic Divisions. The events will be online spaces to discuss scientific topics within the scope of each Academic Division (GOL – Operation Management and Logistics, EOR – Organizational Studies, and APB – Public Administration). The events are:

Symposium of Production, Logistics, and International Operations Management– SIMPOI (May 23 and 24, 2022);

ANPAD Organizational Studies Conference – EnEO (May 26 and 27, 2022);

ANPAD Public Administration Conference – EnAPG (May 30 to June 1, 2022).

XLVI ANPAD ANNUAL MEETING (EnANPAD 2022)

The XLVI ANPAD Annual Meeting and its pre-events will be held online, considered the best format in view of the constant challenges faced by the new waves of the pandemic. The **general theme** of this 2022 Meeting is “**Tackling grand societal challenges: A role for management, managers, and organizations**,” opening space for reflections and debates about the role of different individual and organizational actors in the field of administration.

In addition to the traditional program, EnANPAD 2022 will be preceded by **Methodological Development Workshops (ODM)**, **Doctoral Consortium**, and the **IFSAM 2022 Congress** (International Federation of Scholarly Associations of Management). The congress will be held in partnership with ANPAD as a **pre-event activity of EnANPAD 2022**. Please find the dates below:

- **IFSAM 2022 Congress** (pre-event) – September 8 and 9, 2022;
- **Oficinas de Desenvolvimento Metodológico (ODM) e Consórcio Doutoral** –September 12 and 13, 2022;
- **EnANPAD 2022** – September 21 to 23, 2022.

ETHICS COMMITTEE ELECTION AND MEETINGS

Election of the Ethics Committee

- Release of election rules and regulations: March 11, 2022;
- Registration of candidates: May 04 to 09, 2022;
- The list of candidates will be released on May 16, 2022;
- Elections will take place between June 09 and 10, 2022.

116th Ordinary Meeting

- Call and agenda: until May 27, 2022;
- Meeting date: June 14, 2022.

117th Ordinary Meeting

- Call and agenda: until October 14, 2022;
- Meeting date: November 03, 2022.

The schedule is subject to change. Please access ANPAD's website periodically or ask the events' organizers to confirm dates or for more information.

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