CALL FOR PROPOSALS Special Issue of Industrial & Organizational Psychology

Advancing AI Research and Practice in Organizations

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The past several years have witnessed tools based on artificial intelligence (AI) and machine learning (ML) being integrated into organizational practices and employees' lives. Especially with the introduction of large language models (e.g., ChatGPT, Claude, Copilot, Gemini), AI is being integrated into various personnel-related processes (e.g., recruitment, personnel selection, performance management) and beyond (e.g., leadership development, decision-making). The nature and influence of AI on organizations and their outcomes are just being understood, as AI technologies continue their rapid development and implementation in the workplace. The skills required of many workers, if not most of them, will shift as a function of AI, just as much as the nature and number of jobs in the labor market. The essential functions of HR professionals will change in parallel through the influence of AI/ML—e.g., recruitment, selection, training and development, performance appraisal, diversity and inclusion, and leadership.

It is in this context that we invite proposals for this Special Issue of *Industrial and Organizational Psychology* on *Advancing AI Research and Practice in Organizations*. We seek to feature empirical fieldwork or experiments that either reflect or very closely generalize to the reality of how AI is used in organizations. Encouraged (but not required) are elements such as employee and working-age samples; the use of actual AI technologies implemented in organizations; multiple sources of data; and research-practice partnerships. Discouraged (but not forbidden) are elements such as cross-sectional research designs, student and online samples, "paper AI" vignettes that simply state that AI is present, and sole reliance on self-report data. When such discouraged elements are part of a study, their use may be compensated by encouraged elements (or other valuable features), such as strong research designs and large, representative samples.

This call is intentionally broad, and we hope to attract an array of researchers and practitioners who are diverse in their backgrounds, career stages, and types of research-practice partnerships. General topics that could be addressed include (but are not at all limited to) the following:

- How does the use of AI/ML technologies affect the well-being of employees and teams?
- What benefits and drawbacks are found when AI/ML attempts to improve individual and team (physical and/or psychological) safety?
- What is the specific nature of bias when AI/ML is used in organizations (e.g., affecting the goals of DEI)?
- In what ways does AI/ML influence employee and team performance (both processes and outcomes)?
- How can leadership and organizational cultures be more receptive or less receptive to using AI/ML? How does AI/ML affect the functions of management and leadership?
- How are persons with disabilities (PWD) helped or hindered by AI/ML technologies, as job applicants, employees, or team members?

- What are the legal and ethical implications of using AI/ML in organizational practices (e.g., recruitment, selection)?
- What open science guidelines might AI/ML organizational researchers consider (e.g., preregistration; transparently describing technologies, algorithms, and data; sharing materials and code)?
- How effective are AI/M- based tools relative to more traditional ones?
- How do employees/managers respond to AI-based recommendations (especially when in conflict with established "best practices" or conflict with expert judgments).
- How do people "collaborate" with AI/ML? (e.g., what tasks do people trust AI/ML with, how do they control and improve on outcomes received from AI/ML, and how satisfied are they with such collaborations?).

We seek empirical studies that address these topics (and beyond). Prospective authors submitting proposals should provide information about the nature and representativeness of their samples, and statistical power analyses relevant to their research designs and hypotheses. A wide range of research designs and analysis approaches is encouraged (e.g., publicly available/open-source machine learning algorithms, experimental designs, simulations, qualitative methods, agent-based modeling, meta-analysis). Preregistration is also encouraged, as is the sharing of relevant study materials, code, and datasets (e.g., on https://osf.io). Code should be properly annotated to allow for understanding and reproducing the analyses. Datasets should be shared if possible. To be clear, not being able to share data is not a liability. Datasets from private industry often cannot be shared publicly, for example, yet the published results from such data remain very valuable to an IOP audience.

Prospective authors should submit a proposal of no more than 1,500 words that outlines the proposed study context, methods, analyses, and research questions to the editors at <u>foswald@rice.edu</u> with the subject heading "IOP: Advancing AI Proposal" by **March 1, 2025.**

The editorial team will review proposals for fit to the special issue call. The proposal process is a screening process; we will review all proposals and invite authors of a subsample of those to submit a full paper. If invited, full manuscripts should be prepared for blind review according to the guidelines of the *Publication Manual of the American Psychological Association* (APA, 7th ed.). Selected proposals will be notified by **June 1, 2025**, and authors will be invited to submit full papers, which should be submitted by **February 1, 2026**.

Invitation of full papers from submitted proposals and final acceptance decisions are contingent on the review team's judgments and evaluations of the paper's contributions in three key areas:

Conceptual grounding: Is the proposal well situated in the scholarly literature and organizational practice, so that the research question and its incremental contribution behind the research is appreciated? Note the avoidance of the word 'theory' here: Papers that offer empirical contributions based on strong conceptual foundations are desired, but "theory building" as an abstract activity is not a prerequisite for publication.

Empirical research: Are the study design, data analysis, and results rigorous and appropriate for testing the hypotheses or examining the research questions proposed? Note that while recognizing and building on past work, exploratory work is encouraged (e.g., given the novelty of AI/ML tools,

the early stages of research in this area, and the exploratory nature of AI/ML algorithms themselves).

Practical contributions: Given your proposed research questions, will the article contribute to improving our understanding of AI/ML within organizations? Offering practical conclusions with generalizable conclusions or general lessons learned are encouraged.