



INTRODUCTION

From the Editor

The goal of focal articles in *Industrial and Organizational Psychology: Perspectives on Science and Practice* is to present new ideas or different takes on existing ideas and stimulate a conversation in the form of comment articles that extend the arguments in the focal article or that present new ideas stimulated by those articles. This set of focal articles clearly succeeded in meeting this goal! We received a record number of comment article submissions (59) and published a record number of comment articles (33) that presented a diversity of perspectives from industry, practitioners, academics, and international authors.

The Current Issue

Our first focal article, by Herman Aguinis and Ante Glavas, argues that corporate social responsibility (CSR) efforts can be classified as either embedded in the operation of the organization or peripheral, and that there are predictable differences in the perceptions and effectiveness of CSR efforts that can be sorted into these two categories. Fifteen comment articles explore the definitions and meaning of CSR, the

role of various organizational members in defining and implementing CSR efforts, the potential advantages of pursuing peripheral rather than embedded programs, and even the credibility and value of these efforts.

Our second focal article, by Alex Lindsey, Eden King, Eric Dunleavy, Tracy McCausland, and Kristen Jones, looks at what we know and what we don't know about eradicating employment discrimination 50 years after the passage of the Civil Rights Act of 1964. They identify strategies that have been successful and others that have been less successful and suggest avenues for progress. Eighteen comment articles ask whether the eradication of discrimination is feasible and debate a range of strategies for reducing employment discrimination.

It would not be possible to process such a large number of articles without the help of dedicated reviewers. Thanks go out to George Hollenbeck, Lisa Saari, Theodore Hayes, Eduardo Salas, Ann Marie Ryan, and Jeff Johnson.

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