

A short presentation to a great issue on CEO pay and performance

Dear reader and colleagues,

You have in your hands the first issue of volume 16 of *Management Research*, the official journal of the Iberoamerican Academy of Management. This issue contains a series of unique articles that discuss the relationship between CEO pay and performance. Continuing with a project that we started in the third issue of 2016, this issue builds around an original piece written by prominent academics in Management that is accompanied by commentaries from other world class scholars. Specifically, this issue opens with an article written by Herman Aguinis, Geoffrey P. Martin, Luis R. Gomez-Mejia, Ernest H. O'Boyle Jr. and Harry Joo. In their article, the authors analyze a central issue in the management literature: the relationship between CEO pay and CEO performance. Using a novel approach, they provide interesting insights regarding CEO pay deservingness and open the floor for an intense theoretical and empirical debate on the future directions this central area of research should take. This debate is reflected in the nine commentaries written by some of the most notorious scholars in the field of executive compensation. I want to publicly thank all the contributors for their kindness in responding positively to our call to collaborate with their commentaries. They showed high levels of commitment and professionalism. Our deepest gratitude to (in alphabetical order) Albert A. Cannella, Martin J. Conyon, Craig Crossland, Jeffrey R. Edwards, Hadi Faqihi, Donald C. Hambrick, Michael A. Hitt, Edward E. Lawler, Gerald E. Ledford, Michael J. Mannor, Anthony J. Nyberg, Jr., Valerie Sy, Katalin Takacs Haynes, James P. Walsh, B. Joseph White, Robert M. Wiseman, Adam J. Wowak, Patrick M. Wright. Their commentaries discuss, challenge, complement and extend the contributions made by Aguinis and colleagues in their piece, to develop a unique piece of scholarly conversation. Another original piece by Herman Aguinis, Luis R. Gomez-Mejia, Geoffrey P. Martin and Harry Joo closes this issue. In this final article, these authors compile and add to many of the explanations provided by the commentators regarding why CEO pay and CEO performance are decoupled. Based on that, they try to set an agenda for future conceptual and empirical research on CEO pay and performance. Taken together, this issue contains excellent scholarly material for anybody interested in management research in general and executive pay in particular. I believe you will enjoy this new issue of *Management Research*, and would like to take this opportunity to encourage you to submit your research papers to our journal; you won't regret it!

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