



English Version

August 24th 2022,

Dear distinguished colleagues

We are delighted to inform you of a consequential change in the status of *Relations industrielles/Industrial Relations* – your journal. In fact, the announcement today is probably one of the more important ones that we have made in several years. Last week, *la Fondation Nationale pour l'Enseignement de la Gestion des Entreprises* (FNEGE) released its most recent classification list of scholarly journals in the domain of management science. ***Relations industrielles/Industrial Relations* – your journal – has been upwardly classified.**

We consider that it is essential that you appreciate the context of the decision by the FNEGE committee to upgrade our journal's classification. FNEGE produces one of the most important journal ranking lists in Europe. The list it produces is used more than any other for promotion and appointment within universities in that region of the world and widely consulted in the Middle East and parts of Asia. Established in 1967, FNEGE represents a partnership between the French public and private sectors. Its journal ranking list is published every three years. The importance of the list has increased greatly since the CNRS (the other major journal ranking list in Europe) announced in 2020 that it would no longer be updating its schedule of journal rankings (see the attached missive from the CNRS).

Journal upgrades on the FNEGE list are rare and, where they occur, are mostly backed by major publishing houses. In 2022, for example, fewer than seven percent of journals on the FNEGE list were upwardly reclassified (there are 720 journals listed and there were more than 300 lobbying-style submissions for upward reclassification). More specifically, within our domain, only three journals were upwardly reappraised (including ours, RI/IR). To appreciate the significance of this outcome, see the attached table which is a sub-list of employment relations journals (taken from the larger FNEGE list). You will notice that our journal (RI/IR) is now ranked in the same category as such periodicals as the *British Journal of Industrial Relations* (BJIR), *ILR Review* (Cornell) and *Work, Employment and Society* (WES). We also encourage you to explore the entire list here - [la liste entière ici](#).

We emphasise that we have obtained our upgraded ranking through working hard to improve outcomes on basic universal metrics for assessing the performance of scholarly periodicals. We have not done it through attempting to defend or justify poor performance, trying to make the case that our journal is, in some way, special or through soliciting letters

of support and endorsement from a network of distinguished people. Rather, we achieved our result through rolling up our sleeves – and, over the last three years, just getting the basics right. We are determined that the days of attempting (mostly in vain) to justify poor performance are a thing of the past. As such, we like to think of ourselves as having brought about a psychological change – a change for us as a small community as well as for Quebec. You can – and should - be proud now of our position; a position based on authentic and widely endorsed measures of genuine performance.

We should also emphasise that our upwardly revised classification has come during a challenging time – and before we gain the full benefit of certain of our structural reforms. This means that we have solid reason to expect that, in the course of the next 12 months (for example), our performance will further improve (also during the next several months we will make some difficult decisions about the editorial committee – always with the key objective being to improve performance).

We believe strongly that those who work so hard to make our journal great (i.e. you) deserve the best employment relations journal in the world - exactly what we intend to soon deliver. When I commenced my time as Director of the journal, I said to the team, we are not really managing a journal – we are managing the CVs of our colleagues. I assure you, we all take this responsibility seriously.

It is most important that I acknowledge the incredible contribution of those who have played key roles in our recent success - specifically Yves Hallée, Samuel Diné and Karyna Beaulieu. On a personal note, I would like to sincerely thank our departmental director, Professor Sylvain Luc. As far as I am concerned, Sylvain has now proven himself – for all sorts of reasons – to be a gifted leader, possessed of both vision and courage. For my part, I would never have had the honour of being the director of RI/IR (and of serving my colleagues) without his support.

Sincerely



Anthony M. Gould

P.S. I should have also mentioned to you: earlier this year that our journal - RI/IR – was also upwardly reappraised on the ANVUR journal ranking list (the major Italian list – but also consulted elsewhere, especially in Europe). It now exists in the top category on the ANVUR list- [vous pouvez voir le classement complet ici](#)).