

Ouverture de “Management Science in Transition: Challenges for Global Research”*

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Abstract

This Issue of Symphonya. Emerging Issue in Management arises from the needs and concerns expressed by a growing number of researchers, especially young people in the early stages of their academic careers, of not being able to publish their scientific works due to the high costs required by the largest international publishers.

In the eighties, with the massive help of electronic publishing, large commercial publishing houses have increased their control of the science system. The proportion of the scientific output published in journals under their ownership has risen steadily over the past 40 years.

Where is the business research system going to? So, how to proceed now? Journals taking large fees without providing robust editorial or publishing services has created what some have called an age of academic racketeering. How can we return to the centrality of the science of management, without the commercial and profit conditioning created by the biggest publishers?

First of all, it is now essential that the American and European Antitrust Authorities activate antimonopoly measures on an international scale. However, anti-cartel measures are not sufficient. Without any doubt, in order to ensure a robust progress of the science of management, and more generally of the sciences and of humanity as a whole, scientific research must return to a centrality of universities and research centers, with the predominance of researchers affiliated to international schools of thought and with autonomous and authoritative journals.

Keywords: Ethics in Research, New Global Perspectives, Management Journals, Academic Evaluation, Commercial Publishers, APCs, Transformative Agreements, Waive Fees, Centrality of Universities

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1. Overture

This Issue of Symphonya. Emerging Issue in Management arises from the needs and concerns expressed by a growing number of researchers, especially young people in the early stages of their academic careers, of not being able to publish their scientific works due to the high costs required by the largest international publishers.

With reference to management, the problem of obstacles to the publication of scientific works has highlighted a highly dramatic moment with the resignation, in 2021 with his farewell editorial, of R. Edward Freeman as Editor-in-Chief of the journal *The Journal of Business Ethics*.

□ It's been a great 5 years as co-editor-in-chief at The Journal of Business Ethics... First of all, having a terrific team is the real reason any organization is successful, especially volunteer ones, such as academic journals... The pressure today to publish in top journals can easily become an impossible task and even an unhealthy one. We need to use our moral imaginations to create new ways to produce and disseminate what we do. Academic journals have a long history, but they are not terribly innovative. I believe that we are poised to create ways for scholars to be even more effective and my hope is that business ethics scholars will lead the way... I believe that we must be the generation that makes business better and more useful to humanity, and there is a great deal of room for all of us to engage in this gargantuan task (R. Edward Freeman, 2021).

In fact, until Freeman's resignation, the issue of publishing costs had never been focused on by Symphonya.

Founded in 1999 by University of Milano-Bicocca, Symphonya. Emerging Issues in Management is actually the online management journal edited by Niccolò Cusano University-Rome and published by the same University. Publishers of Symphonya. Emerging Issues in Management have always been the Rectors of the universities that own the Journal. The Journal is a leading outlet for academics and managers on emerging issues in management and global markets, and is distinguished for its high scientific profile; in-depth analyses of emerging issues in management and global markets; a double-blind peer review process; and finally, the APC's (Author Publishing Costs) absence since the foundation in 1999.

Precisely on the experience of R. Edward Freeman, Symphonya began to develop specific research activities on the quality of management research and on the constraints imposed on young researchers by an increasingly aggressive policy developed by the largest international publishers.

Meanwhile, numerous Academics around the world have started a rebellion against the huge profit margins in academic publishing. Among the many cases, NeuroImage, the "Economie et Gestion" Section of the French Comité National de

la Recherche Scientifique and The Journal of Biogeography have assumed considerable importance.

□ *“NeuroImage became fully OA (Open Access) in 2020...Elsevier has set the NeuroImage APC (article processing charge) at \$3,450 USD. In June 2022 the NeuroImage editors formally requested that Elsevier reduce the APC to under \$2,000... no reduction was offered...As a result, all editors (more than 40 Handling Editors, Associate Editors, Senior Editors, and Editors-in-Chief) across the two journals have resigned...New non-profit journal, Imaging Neuroscience All of the outgoing NeuroImage/NeuroImage: Reports editors are working together to start a new Open Access, non-profit journal” (Smith, et al., Imaging Neuroscience, August 10 2023, opening editorial).*

□ *“Two-thirds of the associate editors of the Journal of Biogeography, a Wiley title, have resigned in a dispute with the publisher, and more resignations are likely, according to those involved. The Journal of Biogeography is not fully open access, but charges APCs of \$4,800 for authors who wish to make their articles freely available” (Kincaid, 2023).*

The progressive knowledge acquired with the research of the scholars aggregated to Symphonya. Emerging Issues in Management, regarding the aggressive commercial policies developed by the largest international publishers; the continuous manifestation of rebellions by the most important universities and international research centers (with the guilty silence of the state agencies of the scientifically weaker countries, unfortunately including Italy), and finally the specific need to defend the quality of research of the youngest scholars (not only Italians, but also those living in the poorest regions), overall motivated the Journal to propose (with the telematic support of the Niccolò Cusano University-Rome, in September 2021) an international workshop on "Ethics in Research: A New Global Perspective" (Figure 1).

Figure 1: *SYMPHONYA-EMERGING ISSUES in MANAGEMENT International Workshop on “Ethics in Research: A New Global Perspective” - Programme*

UNIVERSITÀ CUSANO **SYMPHONYA**
Emerging Issues in Management

International Workshop
ETHICS IN RESEARCH:
A NEW GLOBAL PERSPECTIVE

27th October 2022

PROGRAMME

10.00
• Fabio Fortuna - Niccolò Cusano University - **Rector's Welcome**

10.00 - 13.00 - SESSION 1: "The Future of Research Quality" - Chair: R. Edward Freeman

10.15 - 11.50

- Keynote speech by **R. Edward Freeman** - University of Virginia, US
"Some Suggestions for Improving Business School Research"
- Timothy Devinney - University of Manchester, UK
"Why Practice Needs More Theory and Evidence"
- Gian Luca Gregori - Polytechnic University of Marche, Italy
"Young Researchers and Ethics in Research. Some Initial Reflections"
- Nicola Bellini - Sant'Anna School of Advanced Studies, Italy
"The Distance between Theory and Practice. How to Bridge the Gaps"

11.50 - 13.00
Open Discussion (in presence & on line)

Break Time/Lunch

15.00 - 17.00 - SESSION 2: "The Future of Research Ethics" - Chair: R. Edward Freeman

15.00 - 16.00

- Carlo Maria Gallucci Calabrese - ESADE - Ramon LLULL University, Spain
"Social Responsibility and Ethics in University Teaching and Research"
- Paolo Cherubini - University of Pavia, Italy
"New Trends in the EU Policies for University Evaluation"
- Silvio M. Brondoni - Niccolò Cusano University, Italy
"The Primacy of School of Thought for the Global Progress of Management Studies"
- Fang Lee Cooke - Monash University, Australia
"Research(er) Ethics in HRM: towards a more Inclusive and Pluralistic Approach?"
- Mario Rizzo - Niccolò Cusano University, Italy
"The Multi-Author Approach"

16.00 - 17.00
Open Discussion (in presence & on line)

The International Workshop "Ethics in Research: A New Global Perspective" is by invitation only and will be held on Thursday 27th October 2022 in Rome, at the Unicusano University (in face-to-face session, up to 30 accredited participants) and online via the Unicusano Platform (up to 300 invited participants, with a personal online password) (GMT - Italy).
Please, indicate the option to participate and send the form to symphonya@unicusano.it. Participation is free of charge. Symphonya will confirm your registration and indicate the modality of your participation either in person or on-line.

The Symphonya workshop was attended by scholars and professionals from all over the world.

In the workshop, and then afterwards, numerous requests were made to continue the development of an independent journal, free from commercial and profit pressures.

In order to follow up on the continuous requests for development, a group of scholars, affiliated with Symphonya and with considerable experience in the field of publishing and evaluation of academic careers, has produced robust research to outline, with this Issue, the trend lines to be pursued in scientific management research. In the hope that an ever-increasing number of journals will join Symphonya.Emerging Issues in Management in developing research cultivated in a “Land of Freedom

2. Full & Hybrid OA Management Journals. Universities and Antitrust for a Future of Free Science?

Contrary to any other business, academic journals are an atypical information good, because publishers neither pay the provider of the primary good—authors of scholarly papers—nor for the quality control—peer review (Larivière et al, 2015).

Variable costs of academic journals (such as e.g. copyediting, proofreading, typesetting, indexing, metadata tagging, marketing and distribution) are paid by the publisher. In the print era, costs of typeset the manuscripts, print copies of journals, and send them to subscribers were sizeable. However, in the era of electronic publishing, the editorial costs became very marginal. The digital era exacerbated this trend and has enormously increased publishers' revenues. All these factors explain the different and often irrational big deals made between publishers and institutional subscribers (which in a few years have almost completely replaced individual subscribers), with university libraries subscribing to a publisher's entire set or large bundle of journals regardless of their specific needs (Bergstrom, et al.). Through these big deals, university researchers have been accustomed to, for almost 20 years, having access to an increasingly large proportion of the scientific literature published, which makes it very difficult for university libraries today to cancel subscriptions and negotiate out of big deals with publishers to optimize their collections and meet budget restrictions.

Since the '70, the internet diffusion caused a growing prevalence of web-based knowledge transfer services and the new information technology has provided an opportunity for developing innovative and enabling open access publishing models. In a few years, the internet communication brought a new paradigm in the diffusion of academic knowledge, with the creation of specific platforms for both the production and the dissemination of knowledge. Open access publishing models first emerged as experimental models, but in a few years became mainstream approaches to developing scientific knowledge.

In the eighties, with the massive help of electronic publishing, large commercial publishing houses have increased their control of the science system. The proportion of the scientific output published in journals under their ownership has risen steadily over the past 40 years. The value added, however, has not followed a similar trend (Larivière, et al., 2015).

The tumultuous success of the large commercial publishers has been largely favoured, on the one hand by a policy of international mergers and acquisitions (with the development of a few large publishers) and on the other hand by the rapid development of Open Access publishing, and by an international commercial policy - adopted by all the major publishing houses - based on APCs.

□ APCs are “the fee that publishers of some open access journals charge in order to publish articles” (Manchester Metropolitan University Library, in the United Kingdom).

Table 5: APCs Average Values Management Journals

JOURNALS	N°	APCs Average Values		
		EUR	USD	GBP
Currency				
Taylor&Francis	190	1.743,50	2.126,26	1.339,36
Springer	60	2.541,67	3.168,33	2.225,00
Elsevier	44	2.412,27	2.755,45	2.162,05
Wiley	113	2.771,04	3.323,36	2.221,00
Total	407			
Total Average Value		2.367,13	2.843,35	1.986,85

Examination of the tables highlights that, generally, APCs pricing is based on: competitive considerations; the revenue and profit tasks of the journal; market conditions; the journal’s editorial and technical processes; and finally, journal quality (as measured by organizations controlled by the greatest publishers). Publishers market-leader sometimes follow also the principle of ‘prestige pricing’, wherein a stimulus for prestige motivates authors to pay higher prices for publications that confer a hypothesis of status. In any case, motivations that are absolutely inconsistent with scientific development objectives.

Open Access journals show a great increase since the 2000s (but the real skyrocketing of open access model occurred

only over the last ten years) and this phenomenon appeared across all disciplines and world regions. “The older journals usually offer hybrid, gold or green open access possibilities, but these are nothing more than the extensions of existing publication models. By contrast, both diamond open access and gold open access are fundamentally new, and thus require totally different business models” (Demeter, et al. 2021). This proliferation of terminology underlines the point that there are several models for Open Access, and some enable greater access than others.

Anyway, the publishing reality of Open Access (OA) journals is still very little known and subject to considerable confusion. This confusion is usually generated by publishers with definitions of Open Access (as i.e., Diamond, Platinum, Full, Gold, Bronze, Green, Black, Hybrid, Gratis, Libre, and so on) that are fanciful, useless, unclear and only aimed at supporting a lack of transparency of APCs' price lists.

□ *ELSEVIER. In the gold open access model, you pay an article publishing charge (APC), making your article immediately, permanently, and freely available for anyone to access, read, and build upon. In many cases, your institution or research funder will pay the APC on your behalf. If you choose to publish a subscription article, we can still help you meet your open access funding requirements. All of our subscription journals offer a green open access option, meaning you can post a version of your article in a repository after an embargo, so people can access it freely.*

□ *FRANCIS & TAYLOR. Gold Open Access. Access: Version of record freely available. Immediate and permanent access. Cost: Article publishing charge (APC) usually applies. Reuse Author retains copyright. Choice of Creative Commons license.*

Green Open Access (also known as 'author self-archiving'). Access: Accepted Manuscript. Embargo period usually applies. Cost: No APC. Reuse: Copyright assigned to publisher or society

□ *WILEY. Through gold open access, the author pays an Article Publication Charge, and the article is immediately freely available online for all to read, download, and share. We have a program of fully open access journals and most of our subscription-based journals offer an open access option called hybrid open journals. Supported by societies and internationally renowned editorial board members, all research articles published in fully gold open access journals are immediately and freely accessible for reading, downloading, and sharing. By converse, with hybrid open access, the author, institution or funder pays an Article Publication Charge (APC) for the article to be open access. APC amounts vary by journal.*

□ *EMERALD. Will only request an APC - Article Processing Charge if you wish to make your article immediately Open Access and available under a Creative Commons Attribution Licence (CC BY). If you wish to do this, payment will only be requested post-acceptance and not at submission (The Journal of Knowledge Management ,2024).*

Fully open access (OA) journals (where all of the articles published by the journal are immediately freely-available to readers upon publication) usually require authors to pay an APC. Hybrid open access journals (a journal that makes content available via a mixture of traditional subscription-based publishing and open access), on the other hand, only require a fee from authors who purposely select the OA option. As such, readers – and libraries – still have to pay for access (via subscription or otherwise) to the non-open access content of hybrid OA journals.

□ *The hybrid model was first proposed in 1998 when Thomas Walker suggested that authors could purchase extra visibility at a price (Walker, 1998). The price model was extended by David Prosser in 2003 and immediately imitated by the larger academic publishers (Springer, Wiley, Elsevier, Taylor & Francis and the Nature Publishing Group) (Prosser, 2003).*

Particularly, hybrid journals are subscription journals in which some articles are made open access on payment of a fee. This model has attracted particular criticism for its expense and its vulnerability to abuses such as ‘double dipping’. The "double dipping" used by hybrid journals is formed with a double compensation for publishers. The first compensation consists of the fee paid by universities and research institutions whose libraries have purchased a subscription to a journal, i.e. a RAP-Read and Publish agreement, which allows the texts of the authors of the subscribed institution to be read and made available in open access), and the other possible compensation is the specific fee consisting of an APC (Article Processing Charge) paid by the scholars.

There are many mechanisms for APCs payment. Authors often pay for APCs out of their individual grant funds or may pay using central funds managed by their institution and supported by funding agencies (Solomon & Bjork, 2014). Institutions may also prepay through membership schemes like discounts, and often such arrangements take place t

Transformative agreements shift the contracted payment from a library or group of libraries to a publisher away from subscription-based reading and towards open access publishing. These agreements may be with an individual library, a library system (e.g., University of California/Cambridge University Press), or a library consortium (e.g., VSNU-UKB/Springer Nature). In transformative agreements hybrid publishing costs are reined in and the revenue flows are shifted: through libraries with transformative agreements, authors no longer pay APCs and, instead, their institutions (via their libraries) repurpose former subscription expenditures to remunerate publishers for their editorial services associated with the open access publication of accepted articles. Individual libraries, library consortia, and national organizations often develop specific requirements for the transformative agreements that they are seeking. Principles for transformative agreements typically include a number of components that are related to the transition from subscription-based reading to contractually-based publishing: 1. Costs. Libraries seek transformative agreements to shift from paying subscriptions to paying for publishing; 2. Copyright. Transformative agreements tend to require that copyright be retained by the author and not transferred to the publisher; 3. From Pay-to-Read to Pay-to-Publish. Transformative agreements seek a pathway for a shift away from payment to read toward payment to publish.

□ *Several university libraries, including large and renowned universities such as the University of California (Howard, 2015) and Harvard (Sample, 2015), stopped negotiations and threatened to boycott major for-profit publishers, while other universities—such as the University of Konstanz—simply cancelled all Elsevier subscriptions (Vogel, 2015).*

□ *A Dutch university is formally abandoning the impact factor in all hiring and promotion decisions...every department at Utrecht University in the Netherlands will judge its scholars by other*

standards, including their commitment to teamwork and their efforts to promote open science... impact factors do not really reflect the quality of an individual researcher or academic... A scientist's impact factor is a score that takes into account the number of publications and the citation rate of the journals where those papers are published... The decision to revamp hiring and promotion was partly inspired by the Declaration on Research Assessment (DORA), a document created in 2012 (Woolston, 2021).

Major publishers often waive fees for authors in low-income countries, and transformative agreements in which funding agencies or universities pay publication fees rather than authors. APCs waivers and discounts may be offered in cases of papers whose corresponding authors are based in countries classified by the World Bank as low-income economies. The APCs system promotes the visibility of those researchers with ample funds and allows unfair free access to their content. In particular, those researchers with research contracts from large global corporations – in the fields of medicine, veterinary, agriculture, chemistry, aerospace engineering, etc. – who conquer vast competitive spaces, outside the controls of antitrust organizations.

Today, now in the mid-2020s, it should be noted that Open Access and hybrid journals have produced some negative consequences, devastating for the growth of management science (Poynder, 2019). First of all, the harmful unintended effect of the emergence and growth of predatory publications, which offer a pay-and-publish OA model, without the necessary quality control guaranteed by peer-review and editorial analysis (Bohannon, 2013). Predatory journals are increasingly numerous and conquer significant market shares (Shen and Björk, 2015), because they allow low-level articles, repeatedly rejected, to continue the search for journals available for publication.

In addition, Open Access and hybrid journals push the major publishers to a continuous increase in the number of management journals that flatters potential authors, deluding them (with the payment of a fee) of a safe place for each of their works, but instead favoring the tendency to a progressive lowering of the scientific levels of the articles.

Finally, the continuous uncontrolled development of the Open Access hybrid format guarantees large international publishers to significantly increase their market shares and related revenues, favoring enormous profits for large publishing oligopolies and increasing costs for the scientific community, without producing any benefit.

In the hopes and expectations of management scientists, the purpose of Open Access was to make scientific works available as widely as possible, with as few restrictions as possible, so that knowledge was easily accessible for all. Models with increasing cost-targets to revolve on the author's side, that delay or time-limit accessibility, or that make it difficult for a work to be widely shared and used, are not as compatible with Open Access as people professionally and scientifically engaged in management sciences believe it should be.

So, how to proceed? Journals taking large fees without providing robust editorial or publishing services—has created what some have called an age of academic racketeering. How can we return to the centrality of the science of management, without the commercial and profit conditioning created by the biggest publishers?

First of all, it is now essential that the American and European Antitrust Authorities develop planned and agreed actions to activate antimonopoly measures on an international scale, capable of countering the uncontrolled phenomenon of the gigantism of Publishers and to prevent too greedy cartel pricing policies.

However, anti-cartel measures are not sufficient to guarantee young researchers career advancement paths based on merit and not on economic possibilities. Without any doubt, in order to ensure a robust progress of the science of management, and more generally of the sciences and of humanity as a whole, scientific research must return to a centrality of universities and research centers, with the predominance of scientific research work carried out by the effort accumulated over time by professors and researchers affiliated to international schools of thought and with autonomous and authoritative journals, thus abandoning the path of commercial and profit objectives pursued today by external structures completely devoid of research tasks.

□ *UC Berkeley's University librarian, Jeffrey MacKie-Mason, did not hesitate to criticize the APC's researcher options for publishing in high-minded terms: "The commercial policy imposed by international large publishers really affects the progress of science in society and the advancement of humanity."*

3. This Journal, "A Land of Freedom"

In the perspective of the Editorial Board Members, this Issue could be seen as an exercise in reflexivity. This Journal started its publications more than twenty years ago, stemming from the vision and passion of its Founder (and still Editor-in-Chief), Silvio Brondoni, and from the intellectual contribution of Jean-Jacques Lambin. The present editorial board has been active for several years, and to some of us the cooperation with the journal dates back to more than a decade.

For many years our own self-perception (at least my own perception) was to be part of the niche experience, by contributing to a kind of maverick journal in the academic landscape ("a strange journal", as a colleague of mine once put it to me). The growth and growing recognition that the journal has received internationally showed that the somewhat snobbish attitude of 'feeling different' was seriously misleading.

Therefore, the starting point of this exercise was the Rome workshop of October 2022. In that day, we had the final confirmation that three defining characters of the Journal were positioning us not in a marginal niche of the international scholarly community, but at the core of the ongoing transition in the global research system, and even more so with reference to management research.

The first of these characters derived from the original and never abandoned decision to be a publication "owned" by a university (the Milano-Bicocca University,

first, and the Niccolò Cusano University in Rome, currently) and not by a commercial publisher. The Journal had to be freely accessible on the Internet and without asking for any fee from the authors. It was an attempt to go back to the historic origins of scientific publications as driven by academic communities, but also an anticipation of a model that, twelve years later, is currently labeled as “diamond open access” (or something like that).

Second, as the full name of the Journal suggests, there was an explicit focus on “Emerging Issues”. This was a statement on the relative positioning with respect to other journals in the field, emphasizing the intention to be on the forefront of the debate in a global economy that was undergoing fast and unprecedented transformations. But it was also a methodological challenge, as it required being 'as robust as possible' on issues where data were normally outdated or missing and interpretative frameworks that one inherits from the past, possibly no longer appropriate.

Third, the Journal was deeply rooted in the Italian academic community, but sincerely consistently open to the outside world. Already in the first Issue, the Journal presented an international group of Authors, including also a distinguished company manager.

Fourth and last (but not least), a community of scholars and several leading research threads have progressively emerged. Reading through the series of the Journal's Issues one clearly perceives continuity and evolution, rather than a scattered collection of individual pieces and new authors are invited to reconnect to the previous work, even if in a critical way, and to build upon it. At the same time, the vexed questions concerning the referees' work find a possible solution in the Journal's choice of selecting referees only among the members of the community (i.e. all the Authors that have contributed to the Journal over the years) and the full list of their names and affiliations is published on the journal's website.

The past months, following the Rome workshop, have been characterized by a lively internal discussion. Where is the business research system going to? Is our experience evidence of the possible and desirable direction of this uncertain transition? What is the relationship between managing a journal like ours and the urgent need - as authoritatively suggested by an important initiative of the University of Bologna - of reconsider the fundamentals of research?

Academic journals are in fact the cornerstone of the present scenario. They host the only one product that is perceived as relevant for academic evaluation. Their refereeing procedure defines in an increasingly standardized way the academically correct content, method and even the writing style of our scientific products. As a result, scientific writing is subject to a top-down set of rules that frustrates creativity (precisely at the time when it is most needed, because of the rapid growth of generative artificial intelligence) and this is likely to induce a loss of passionate engagement in research as journal acceptance are the “Caudine Forks” to further academic career and sometimes even to adequate salaries. Journals are the accomplice of the now apparently inescapable transformation of research vocation into a standardized profile, fit for the academic “job”, reluctant to any contamination with outside professions and praising the strict specialization on themes and sub-

themes. Adding to all of this is the subordination to the profit-seeking strategies of a handful of multinational corporations which dominate the publishing industry.

There is therefore little rhetoric in defining Symphonya a “Land of Freedom”, a little, but stubborn stronghold of a different vision of scientific work in our discipline.

Appendix: APCs Hybrid Open Access Management Journals

Table 1

Wiley APCs Management Journals				
Updated: June 2024				
Journal Title	Online ISSN	APCs Price List		
		USD \$	GBP £	EUR €
<i>Abacus</i>	1467-6281	\$3.240	£2.160	€2.710
<i>Accounting & Finance</i>	1467-629X	\$3.300	£2.220	€2.760
<i>Accounting Perspectives</i>	1911-3838	\$2.760	£1.840	€2.330
<i>Agribusiness</i>	1520-6297	\$3.620	£2.380	€3.080
<i>Agricultural Economics</i>	1574-0862	\$3.840	£2.590	€3.190
<i>American Business Law Journal</i>	1744-1714	\$2.760	£1.840	€2.330
<i>American Journal of Agricultural Economics</i>	1467-8276	\$3.570	£2.380	€2.970
<i>Australian Accounting Review</i>	1835-2561	\$2.780	£1.840	€2.310
<i>British Journal of Management</i>	1467-8551	\$3.900	£2.590	€3.240
<i>Canadian Journal of Administrative Sciences</i>	1936-4490	\$2.760	£1.840	€2.330
<i>Canadian Public Administration</i>	1754-7121	\$2.760	£1.840	€2.330
<i>Consumer Psychology Review</i>	2476-1281	\$3.300	£2.220	€2.760
<i>Contemporary Accounting Research</i>	1911-3846	\$3.240	£2.160	€2.710
<i>Corporate Governance: An Int. Review</i>	1467-8683	\$3.840	£2.590	€3.190
<i>Corporate Social Respons. and Env. Mgmt</i>	1535-3966	\$3.900	£2.590	€3.240
<i>Creativity and Innovation Management</i>	1467-8691	\$3.190	£2.160	€2.640
<i>Design Management Journal</i>	1948-7177	\$2.760	£1.840	€2.330
<i>Design Management Review</i>	1948-7169	\$2.760	£1.840	€2.330
<i>Development and Change</i>	1467-7660	\$3.760	£2.470	€3.140
<i>Development Policy Review</i>	1467-7679	\$3.300	£2.220	€2.760
<i>Development, Growth & Differentiation</i>	1440-169X	\$3.800	£2.533	€3.167
<i>Developmental Dynamics</i>	1097-0177	\$4.220	£3.360	€3.790

<i>Ecological Management & Restoration</i>	1442-8903	\$2.630	£1.750	€2.190
<i>Environmental Quality Management</i>	1520-6483	\$3.140	£2.110	€2.630
<i>Ethics & Human Research</i>	2578-2363	\$3.090	£2.060	€2.600
<i>EuroChoices</i>	1746-692X	\$3.300	£2.220	€2.760
<i>European Financial Management</i>	1468-036X	\$3.190	£2.110	€2.640
<i>European Management Review</i>	1740-4762	\$3.190	£2.110	€2.710
<i>Financial Accountability & Mgmt</i>	1468-0408	\$2.760	£1.840	€2.280
<i>Financial Management</i>	1755-053X	\$2.710	£1.790	€2.280
<i>Financial Markets, Inst.s & Instruments</i>	1468-0416	\$2.760	£1.840	€2.280
<i>Financial Planning Review</i>	2573-8615	\$3.200	£2.150	€2.680
<i>Fisheries Management and Ecology</i>	1365-2400	\$4.220	£2.810	€3.520
<i>Gender, Work & Organization</i>	1468-0432	\$4.650	£3.140	€3.840
<i>Global Business & Org. Excellence</i>	1932-2062	\$3.300	£2.220	€2.760
<i>Global Networks</i>	1471-0374	\$3.860	£2.570	€3.240
<i>Global Policy</i>	1758-5899	\$4.000	£2.650	€3.350
<i>Global Strategy Journal</i>	2042-5805	\$3.310	£2.210	€2.760
<i>Governance</i>	1468-0491	\$3.600	£2.350	€3.020
<i>Human Resource Dev.ment Quarterly</i>	1532-1096	\$3.520	£2.390	€2.920
<i>Human Resource Management</i>	1099-050X	\$3.950	£2.590	€3.300
<i>Human Resource Management Journal</i>	1748-8583	\$4.050	£2.640	€3.400
<i>Industrial Relations</i>	1468-232X	\$3.300	£2.220	€2.760
<i>Industrial Relations Journal</i>	1468-2338	\$2.760	£1.840	€2.280
<i>Integrated Env. Asses. & Mgmt</i>	1551-3793	\$3.500	£2.340	€2.910
<i>Intelligent Systems Acc., Finance&Mgmt</i>	2160-0074	\$2.760	£1.840	€2.280
<i>International Finance</i>	1468-2362	\$2.760	£1.840	€2.280
<i>International Insolvency Review</i>	1099-1107	\$2.760	£1.840	€2.330
<i>International Journal of Auditing</i>	1099-1123	\$2.760	£1.840	€2.280
<i>International J. of Consumer Studies</i>	1470-6431	\$3.240	£2.160	€2.710
<i>International J. of Finance & Economics</i>	1099-1158	\$3.240	£2.160	€2.710
<i>International J. of Mgmt Reviews</i>	1468-2370	\$4.220	£2.810	€3.520
<i>International J. of Network Mgmt</i>	1099-1190	\$2.370	£1.590	€1.990
<i>International J. of Selection&Asses.</i>	1468-2389	\$2.760	£1.840	€2.280
<i>International J. of Tourism Research</i>	1522-1970	\$3.620	£2.430	€3.020
<i>International Review of Finance</i>	1468-2443	\$2.760	£1.840	€2.280
<i>International Trans. in Oper. Res.</i>	1475-3995	\$3.840	£2.540	€3.190
<i>Irrigation and Drainage</i>	1531-0361	\$3.450	£2.320	€2.880

<i>Journal of Accounting Research</i>	1475-679X	\$4.210	£2.190	€2.530
<i>Journal of Applied Corporate Finance</i>	1745-6622	\$2.760	£1.840	€2.330
<i>J. of Business Finance & Accounting</i>	1468-5957	\$3.620	£2.430	€3.020
<i>Journal of Business Logistics</i>	2158-1592	\$3.400	£2.210	€2.860
<i>Journal of Consumer Affairs</i>	1745-6606	\$3.190	£2.110	€2.650
<i>Journal of Consumer Behaviour</i>	1479-1838	\$3.190	£2.110	€2.640
<i>Journal of Consumer Psychology</i>	1532-7663	\$3.400	£2.270	€2.870
<i>J. of Contingencies & Crisis Mgmt</i>	1468-5973	\$3.240	£2.160	€2.710
<i>J. of Corporate Accounting&Finance</i>	1097-0053	\$3.300	£2.220	€2.760
<i>J. of Counseling&Development</i>	1556-6676	\$2.760	£1.840	€2.330
<i>J. of Economics&Mgmt Strategy</i>	1530-9134	\$3.090	£2.060	€2.610
<i>Journal of Financial Research</i>	1475-6803	\$3.300	£2.220	€2.760
<i>Journal of Healthcare Risk Mgmt</i>	2040-0861	\$3.300	£2.220	€2.760
<i>Journal of International Development</i>	1099-1328	\$3.190	£2.110	€2.640
<i>J. of Int. Financial Mgmt&Accounting</i>	1467-646X	\$2.870	£1.890	€2.390
<i>Journal of Leadership Studies</i>	1935-262X	\$3.150	£2.100	€2.630
<i>Journal of Management Studies</i>	1467-6486	\$3.950	£2.650	€3.300
<i>Journal of Operations Management</i>	1873-1317	\$3.350	£2.220	€2.780
<i>Journal of Philanthropy & Mktg</i>	2691-1361	\$2.760	£1.840	€2.280
<i>Journal of Policy Analysis&Mgmt</i>	1520-6688	\$3.590	£2.410	€3.000
<i>Journal of Product Innovation Mgmt</i>	1540-5885	\$3.240	£2.160	€2.710
<i>Journal of Public Affairs</i>	1479-1854	\$2.760	£1.840	€2.280
<i>Journal of Risk and Insurance</i>	1539-6975	\$3.240	£2.160	€2.710
<i>Journal of Supply Chain Management</i>	1745-493X	\$3.520	£2.330	€2.920
<i>Knowledge and Process Management</i>	1099-1441	\$2.760	£1.840	€2.280
<i>Lakes&Reservoirs:Science,Policy&Mgmt</i>	1440-1770	\$2.760	£1.840	€2.280
<i>Leader to Leader</i>	1531-5355	\$2.680	£2.100	€2.310
<i>Managerial and Decision Economics</i>	1099-1468	\$2.970	£1.990	€2.490
<i>Nonprofit Management & Leadership</i>	1542-7854	\$3.300	£2.220	€2.760
<i>North American J. of Fisheries Mgmt</i>	1548-8675	\$3.860	£2.570	€3.240
<i>Psychology & Marketing</i>	1520-6793	\$3.620	£2.430	€3.020
<i>Public Administration</i>	1467-9299	\$3.760	£2.470	€3.140
<i>Public Administration&Development</i>	1099-162X	\$2.870	£1.890	€2.390
<i>Public Administration Review</i>	1540-6210	\$4.050	£2.750	€3.350
<i>Public Budgeting & Finance</i>	1540-5850	\$3.300	£2.220	€2.760
<i>R&D Management</i>	1467-9310	\$3.620	£2.440	€3.020

<i>Real Estate Economics</i>	1540-6229	\$3.240	£2.160	€2.710
<i>Risk Management and Insurance Review</i>	1540-6296	\$3.240	£2.160	€2.710
<i>Soil Use and Management</i>	1475-2743	\$4.040	£2.680	€3.360
<i>Strategic Change</i>	1099-1697	\$3.300	£2.220	€2.760
<i>Strategic Entrepreneurship Journal</i>	1932-443X	\$3.900	£2.590	€3.240
<i>Strategic Management Journal</i>	1097-0266	\$4.050	£2.700	€3.350
<i>System Dynamics Review</i>	1099-1727	\$3.190	£2.110	€2.710
<i>Systems Engineering</i>	1520-6858	\$2.990	£2.010	€2.690
<i>Systems Research&Behavioral Science</i>	1099-1743	\$3.190	£2.110	€2.650
<i>The Financial Review</i>	1540-6288	\$2.760	£1.840	€2.330
<i>The Int. J. of Health Planning&Mgmt</i>	1099-1751	\$3.950	£2.590	€3.300
<i>The Journal of Finance</i>	1540-6261	\$4.220	£3.140	€3.570
<i>The Journal of Futures Markets</i>	1096-9934	\$3.090	£2.060	€2.610
<i>The Journal of Humanistic Counseling</i>	2161-1939	\$2.760	£1.840	€2.330
<i>The Journal of Industrial Economics</i>	1467-6451	\$3.190	£2.110	€2.650
<i>The Journal of Wildlife Management</i>	1937-2817	\$4.270	£2.870	€3.570
<i>Thunderbird Int. Business Review</i>	1520-6874	\$3.300	£2.220	€2.760
<i>Water and Environment Journal</i>	1747-6593	\$4.000	£2.650	€3.300
<i>Weed Biology and Management</i>	1445-6664	\$3.040	£2.060	€2.520

Table 2

Elsevier APCs Management Journals				
Updated: 3 June 2024				
Journal Title	Online ISSN	APCs Price List		
		USD \$	GBP £	EUR €
<i>Agricultural Water Management</i>	0378-3774	\$3.710	£2.910	€3.250
<i>Asia Pacific Management Review</i>	1029-3132	\$1.500	£1.180	€1.310
<i>Climate Risk Management</i>	2212-0963	\$2.060	£1.620	€1.800
<i>Data and Information Management</i>	2543-9251	\$1.350	£1.060	€1.180
<i>Diabetes Epidemiology and Management</i>	2666-9706	\$2.280	£1.790	€2.000
<i>Energy Conversion and Management</i>	0196-8904	\$3.670	£2.880	€3.210
<i>Energy Conversion and Management: X</i>	2590-1745	\$1.800	£1.410	€1.580
<i>Environmental Nanotechnology, Monitoring and Management</i>	2215-1532	\$2.620	£2.060	€2.290

<i>European Management Journal</i>	0263-2373	\$1.540	£1.210	€1.350
<i>European Research on Management and Business Economics</i>	2444-8834	\$1.400	£1.100	€1.230
<i>Forest Ecology and Management</i>	0378-1127	\$3.460	£2.710	€3.030
<i>Human Resource Management Review</i>	1053-4822	\$3.800	£2.980	€3.330
<i>IIMB Management Review</i>	0970-3896	\$1.200	£940	€1.050
<i>Industrial Marketing Management</i>	0019-8501	\$2.960	£2.320	€2.590
<i>Information and Management</i>	0378-7206	\$3.170	£2.490	€2.780
<i>Information Processing & Management</i>	0306-4573	\$2.750	£2.160	€2.410
<i>International Journal of Hospitality Management</i>	0278-4319	\$3.440	£2.700	€3.010
<i>International Journal of Information Management</i>	0268-4012	\$2.310	£1.810	€2.020
<i>International Journal of Information Management Data Insights</i>	2667-0968	\$1.500	£1.180	€1.310
<i>International Journal of Project Management</i>	0263-7863	\$3.200	£2.510	€2.800
<i>Journal of Air Transport Management</i>	0969-6997	\$2.660	£2.090	€2.330
<i>Journal of Co-operative Organization and Management</i>	2213-297X	\$2.970	£2.330	€2.600
<i>Journal of Destination Marketing & Management</i>	2212-571X	\$3.340	£2.620	€2.920
<i>Journal of Engineering and Technology Management</i>	0923-4748	\$2.780	£2.180	€2.430
<i>Journal of Environmental Economics and Management</i>	0095-0696	\$3.380	£2.650	€2.960
<i>Journal of Environmental Management</i>	0301-4797	\$3.590	£2.820	€3.140
<i>The Journal of High Technology Management Research</i>	1047-8310	\$2.600	£2.040	€2.280
<i>Journal of International Management</i>	1075-4253	\$3.070	£2.410	€2.690
<i>Journal of Multinational Financial Management</i>	1042-444X	\$2.440	£1.910	€2.140
<i>Journal of Pain and Symptom Management</i>	0885-3924	\$3.000	£2.350	€2.630
<i>Journal of Purchasing & Supply Management</i>	1478-4092	\$2.840	£2.230	€2.490
<i>Journal of Rail Transport Planning & Management</i>	2210-9706	\$2.580	£2.020	€2.260
<i>Journal of Urban Management</i>	2226-5856	\$1.200	£940	€1.040
<i>Management Accounting Research</i>	1044-5005	\$4.030	£3.160	€3.540
<i>Ocean & Coastal Management</i>	0964-5691	\$3.300	£2.590	€2.890
<i>Pain Management Nursing</i>	1524-9042	\$2.900	£2.280	€2.540
<i>Perioperative Care and Operating Room Management</i>	2405-6030	\$2.710	£2.130	€2.370
<i>Rangeland Ecology & Management</i>	1550-7424	\$2.730	£2.140	€2.380

<i>Research in Transportation Business & Management</i>	2210-5395	\$2.430	£1.910	€2.130
<i>Scandinavian Journal of Management</i>	0956-5221	\$2.730	£2.140	€2.390
<i>The International Journal of Management Education</i>	1472-8117	\$3.460	£2.710	€3.030
<i>Tourism Management</i>	0261-5177	\$3.980	£3.120	€3.480
<i>Tourism Management Perspectives</i>	2211-9736	\$2.800	£2.200	€2.450
<i>Waste Management</i>	0956-053X	\$4.000	£3.140	€3.500

Table 3

Springer Nature APCs Management Journals				
Updated: January 2024				
Journal Title	Online ISSN	APCs Price List		
		USD \$	GBP £	EUR €
<i>Annals of Finance</i>	1614-2454	\$2.990	£2.190	€2.490
<i>Asia Pacific Journal of Management</i>	1572-9958	\$3.190	£2.390	€2.690
<i>Asia-Pacific Financial Markets</i>	1573-6946	\$2.990	£2.290	€2.590
<i>Asian Business & Management</i>	1476-9328	\$3.190	£2.190	€2.490
<i>Asian Journal of Business Ethics</i>	2210-6731	\$3.090	£2.290	€2.590
<i>Business & Information Systems Engineering</i>	1867-0202	\$3.990	£2.490	€2.890
<i>Business Economics</i>	1554-432X	\$2.990	£2.090	€2.390
<i>Computing</i>	1436-5057	\$3.690	£2.190	€2.490
<i>Corporate Reputation Review</i>	1479-1889	\$3.090	£2.090	€2.390
<i>Digital Finance</i>	2524-6186	\$2.990	£2.290	€2.590
<i>Environmental Sustainability</i>	2523-8922	\$3.190	£2.090	€2.390
<i>European Business Organization Law Review</i>	1741-6205	\$3.090	£2.290	€2.590
<i>Financial Markets and Portfolio Management</i>	2373-8529	\$3.190	£2.190	€2.490
<i>Frontiers of Engineering Management</i>	2096-0255	\$3.290	£2.890	€3.390
<i>International J.Global Business & Competitiveness</i>	0976-1888	\$2.990	£2.090	€2.390
<i>International Journal of Health Economics&Mgmt</i>	2199-9031	\$2.990	£2.490	€2.890
<i>International Review on Public&Nonprofit Mktg</i>	1865-1992	\$3.590	£2.190	€2.490
<i>International Tax and Public Finance</i>	1573-6970	\$2.990	£2.090	€2.390

<i>Italian Journal of Marketing</i>	2662-3331	\$3.090	£2.290	€2.590
<i>Journal of Banking and Financial Technology</i>	2524-7964	\$2.890	£2.190	€2.490
<i>Journal of Banking Regulation</i>	1750-2071	\$3.290	£2.290	€2.590
<i>Journal of Brand Management</i>	1479-1803	\$2.990	£2.290	€2.590
<i>Journal of Business and Psychology</i>	1573-353X	\$3.190	£2.090	€2.390
<i>Journal of Business Economics</i>	1861-8928	\$3.090	£2.090	€2.390
<i>Journal of Business Ethics</i>	1573-0697	\$4.590	£2.390	€2.790
<i>Journal of Data, Information and Management</i>	2524-6364	\$3.190	£2.090	€2.390
<i>Journal of Financial Services Marketing</i>	1479-1846	\$3.090	£2.190	€2.490
<i>Journal of Financial Services Research</i>	1573-0735	\$3.090	£1.990	€2.290
<i>Journal of Industrial and Business Economics</i>	1972-4977	\$3.090	£2.290	€2.590
<i>Journal of Industry, Competition and Trade</i>	1573-7012	\$3.090	£2.090	€2.390
<i>Journal of Intelligent Manufacturing</i>	1572-8145	\$2.990	£2.290	€2.590
<i>Journal of International Business Policy</i>	2522-0705	\$3.090	£2.190	€2.490
<i>Journal of International Business Studies</i>	1478-6990	\$4.590	£2.890	€3.590
<i>Journal of International Entrepreneurship</i>	1573-7349	\$3.090	£2.290	€2.590
<i>Journal of Management and Governance</i>	1572-963X	\$3.190	£2.190	€2.490
<i>Journal of Management Control</i>	2191-477X	\$3.090	£2.190	€2.490
<i>Journal of Marketing Analytics</i>	2050-3326	\$3.290	£2.190	€2.490
<i>Journal of Revenue and Pricing Management</i>	1477-657X	\$2.890	£2.190	€2.490
<i>Journal of Risk and Uncertainty</i>	1573-0476	\$2.790	£2.090	€2.390
<i>Journal of Scientific Computing</i>	1573-7691	\$3.190	£2.190	€2.490
<i>Journal of the Academy of Marketing Science</i>	1552-7824	\$2.990	£2.890	€3.590
<i>Management International Review</i>	1861-8901	\$3.090	£2.190	€2.490
<i>Management Review Quarterly</i>	2198-1639	\$2.990	£2.290	€2.590
<i>Marketing Letters</i>	1573-059X	\$3.090	£2.190	€2.490
<i>Philosophy of Management</i>	2052-9597	\$3.090	£2.290	€2.590
<i>Quantitative Marketing and Economics</i>	1573-711X	\$3.090	£1.990	€2.290
<i>Quantum Information Processing</i>	1573-1332	\$2.990	£1.890	€2.190
<i>Quantum Machine Intelligence</i>	2524-4914	\$2.290	£2.290	€2.590
<i>Review of Accounting Studies</i>	1573-7136	\$2.890	£2.090	€2.390
<i>Review of Industrial Organization</i>	1573-7160	\$3.090	£2.190	€2.490
<i>Review of Managerial Science</i>	1863-6691	\$2.990	£2.090	€2.390
<i>Review of Quantitative Finance & Accounting</i>	1573-7179	\$3.290	£2.190	€2.490

<i>Risk Management</i>	1743-4637	\$2.990	£2.190	€2.490
<i>Service Business</i>	1862-8508	\$3.190	£2.190	€2.490
<i>Small Business Economics</i>	1573-0913	\$2.990	£2.090	€2.390
<i>SN Business & Economics</i>	2662-9399	\$3.190	£2.090	€2.090
<i>Tertiary Education and Management</i>	1573-1936	\$3.090	£1.990	€2.290
<i>The Journal of Ethics</i>	1572-8609	\$3.990	£2.190	€2.490
<i>Wetlands Ecology and Management</i>	1572-9834	\$2.990	£2.090	€2.390
<i>Wireless Personal Communications</i>	1572-834X	\$3.690	£2.290	€2.590

Table 4

TAYLOR & FRANCIS APCs Management Journals				
Updated: January 2025				
Journal Title	Online ISSN	APCs Price List		
		USD \$	GBP £	EUR €
<i>Accountability in Research</i>	0898-9621	\$4.719	£3.531	€3.777
<i>Accountability in Research Online</i>	1545-5815	\$3.304	£2.472	€2.644
<i>Accounting and Business Research</i>	0001-4788	\$1.461	£973	€1.162
<i>Accounting and Business Research Online</i>	2159-4260	\$1.023	£681	€814
<i>Accounting Education</i>	0963-9284	\$3.732	£2.295	€2.982
<i>Accounting Education Online</i>	1468-4489	\$2.613	£1.607	€2.087
<i>Accounting Forum</i>	0155-9982	\$1.328	£948	€1.153
<i>Accounting Forum Online</i>	1467-6303	\$929	£663	€807
<i>Accounting History Review</i>	2155-2851	\$1.684	£1.014	€1.339
<i>Accounting History Review Online</i>	2155-286X	\$1.179	£710	€937
<i>Accounting in Europe</i>	1744-9480	\$608	£369	€487
<i>Accounting in Europe Online</i>	1744-9499	\$426	£258	€341
<i>Africa Journal of Management</i>	2332-2373	\$1.012	£632	€847
<i>Africa Journal of Management Online</i>	2332-2381	\$708	£442	€593
<i>American Journal of Math&Mgmt Sciences</i>	0196-6324	\$2.088	£1.263	€1.675
<i>American J. of Math&Mgmt Sciences Online</i>	2325-8454	\$1.461	£884	€1.172
<i>Aquaculture Economics & Management</i>	1365-7305	\$1.404	£847	€1.121
<i>Aquaculture Economics & Mgmt Online</i>	1551-8663	\$983	£593	€785
<i>Architectural Engin.&Design Mgmt</i>	1745-2007	\$2.583	£1.567	€2.071

<i>Architectural Engin.&Design Mgmt Online</i>	1752-7589	\$1.808	£1.097	€1.450
<i>Arid Land Research & Mgmt Online</i>	1532-4990	\$1.181	£710	€938
<i>Arid Land Research and Management</i>	1532-4982	\$1.687	£1.014	€1.340
<i>Asia-Pacific J. of Acc.ting & Economics</i>	1608-1625	\$1.053	£638	€850
<i>Asia-Pacific J. of Acc.ing & Economics Online</i>	2164-2257	\$737	£447	€595
<i>Australasian Journal of Env. Mgmt</i>	1448-6563	\$967	£590	€778
<i>Australasian Journal of Env. Mgmt Online</i>	2159-5356	\$677	£413	€545
<i>Business History Mgmt History</i>	0007-6791	\$3.372	£1.973	€2.688
<i>Business History Mgmt History Online</i>	1743-7938	\$2.361	£1.381	€1.882
<i>Coastal Management</i>	0892-0753	\$3.014	£1.822	€2.410
<i>Coastal Management Online</i>	1521-0421	\$2.110	£1.276	1.687.00
<i>Collection Management</i>	0146-2679	\$956	£722	€935
<i>Collection Management Online</i>	1545-2549	\$669	£505	€654
<i>Conservation&Mgmt of Arch. Sites</i>	1350-5033	\$1.351	£747	€1.065
<i>Conservation&Mgmt of Arch. Sites Online</i>	1753-5522	\$946	£523	€746
<i>Construction Mgmt & Economics</i>	0144-6193	\$8.962	£5.406	€7.142
<i>Construction Mgmt & Economics Online</i>	1466-433X	\$6.274	£3.784	€4.999
<i>Engineering Management Journal</i>	1042-9247	\$437	£310	€389
<i>Engineering Management Journal Online</i>	2377-0643	\$306	£217	€268
<i>European Accounting Review: Full Set</i>	0963-8180	\$2.206	£1.351	€1.764
<i>European Accounting Review: Full Set Online</i>	1468-4497	\$1.544	£946	€1.235
<i>European Sport Management Quarterly</i>	1618-4742	\$2.637	£1.576	€2.097
<i>European Sport Mgmt Quarterly Online</i>	1746-031X	\$1.846	£1.103	€1.468
<i>Georisk: Ass.&Mgmt of Risk for Engin.</i>	1749-9518	\$1.165	£710	€936
<i>Georisk: Ass.&Mgmt of Risk for Engin.Online</i>	1749-9526	\$815	£497	€656
<i>Human Service Org.ons: Mgmt&Governance</i>	2330-3131	\$2.535	£1.941	€2.517
<i>Human Service Org.ons: Mgmt&Gov. Online</i>	2330-314X	\$1.775	£1.359	€1.762
<i>Information Systems Management</i>	1058-0530	\$667	£405	€531
<i>Information Systems Management Online</i>	1934-8703	\$467	£284	€372
<i>Int J. of Construction Mgmt Online</i>	2331-2327	\$2.268	£1.412	€1.879
<i>Int J. of Healthcare Mgmt Online</i>	2047-9719	\$988	£523	€744
<i>Int Journal of Human Resource Mgmt</i>	0958-5192	\$8.702	£5.376	€6.930
<i>Int J. of Human Resource Mgmt Online</i>	1466-4399	\$6.091	£3.763	€4.851
<i>Int J.of Mgmt Science and Eng.ing Mgmt</i>	1750-9653	\$1.306	£817	€1.083

<i>Int J.Mgmt Science&Eng.ing Mgmt Online</i>	1750-9661	\$914	£572	€758
<i>Int Journal of Pest Management</i>	0967-0874	\$3.451	£2.077	€2.750
<i>Int J. of River Basin Management</i>	1571-5124	\$708	£432	€568
<i>Int J. of River Basin Mgmt Online</i>	1814-2060	\$496	£302	€398
<i>Int J.River Basin Mgmt</i>	1571-512X	\$2.360	£1.433	€1.888
<i>Int J.River Basin Mgmt Online</i>	1814-XXXX	\$1.652	£1.003	€1.322
<i>Int Journal of Tourism Cities</i>	2056-5615	\$300	£240	€288
<i>Int Journal on Media Management</i>	1424-1277	\$1.343	£805	€1.070
<i>Int Journal on Media Mgmt Online</i>	1424-1250	\$940	£563	€749
<i>Int Public Management Journal</i>	1096-7494	\$1.350	£817	€1.080
<i>Int Public Mgmt Journal Online</i>	1559-3169	\$945	£572	€756
<i>Int'l Studies of Management & Org.</i>	0020-8825	\$2.801	£1.751	€2.333
<i>Int'l Studies of Management & Org. Online</i>	1558-0911	\$1.960	£1.226	€1.633
<i>Jnl. of Small Business Mgmt</i>	2643-PACK	\$1.729	£1.234	€1.502
<i>Jnl. of Small Business Mgmt Online</i>	1540-PACK	\$1.210	£864	€1.052
<i>Journal of Change Management</i>	1469-7017	\$1.202	£726	€960
<i>Journal of Change Management Online</i>	1479-1811	\$841	£508	€672
<i>Journal of Env. Planning and Mgmt</i>	0964-0568	\$12.589	£7.636	€10.071
<i>Journal of Env. Planning and Mgmt Online</i>	1360-0559	\$8.813	£5.345	€7.050
<i>Journal of Global Info Techno Mgmt</i>	1097-198X	\$1.245	£773	€1.033
<i>Journal of Global Info Techno Mgmt Online</i>	2333-6846	\$872	£541	€723
<i>Journal Of Global Marketing</i>	0891-1762	\$2.356	£1.805	€2.346
<i>Journal Of Global Marketing Online</i>	1528-6975	\$1.649	£1.263	€1.643
<i>Journal of Global Mktg:Asia&World</i>	2163-9159	\$1.222	£766	€980
<i>Journal of Global Mktg:Asia&World Online</i>	2163-9167	\$856	£536	€686
<i>Journal of Global Sport Management</i>	2470-4067	\$979	£614	€817
<i>Journal of Global Sport Management Online</i>	2470-4075	\$685	£430	€572
<i>Journal of Health Communication</i>	1081-0730	\$2.915	£1.769	€2.330
<i>Journal of Health Communication Online</i>	1087-0415	\$2.041	£1.238	€1.631
<i>Journal of Heritage Tourism</i>	1743-873X	\$2.108	£1.039	€1.567
<i>Journal of Heritage Tourism Online</i>	1747-6631	\$1.476	£727	€1.097
<i>Journal of Higher Edu Policy and Mgmt</i>	1360-080X	\$2.641	£1.599	€2.110
<i>Journal of Higher Edu Policy&Mgmt Online</i>	1469-9508	\$1.849	£1.119	€1.477
<i>Journal of Hospitality Mktg & Mgmt</i>	1936-8623	\$2.234	£1.737	€2.246
<i>Journal of Hospitality Mktg&Mgmt Online</i>	1936-8631	\$1.563	£1.216	€1.572
<i>Journal of Interactive Advertising Online</i>	1525-2019	\$301	£189	€223

<i>Journal of Int Consumer Mktg</i>	0896-1530	\$2.331	£1.788	€2.328
<i>Journal of Int. Consumer Mktg Online</i>	1528-7068	\$1.632	£1.252	€1.630
<i>Journal of Int. Food & Agribusiness Mktg</i>	0897-4438	\$1.865	£1.425	€1.840
<i>Journal of Int. Food & Agrib. Mktg Online</i>	1528-6983	\$1.306	£998	€1.288
<i>Journal of Internet Commerce</i>	1533-2861	\$1.289	£979	€1.280
<i>Journal of Internet Commerce Online</i>	1533-287X	\$902	£685	€896
<i>Journal of Management Analytics Online</i>	2327-0039	\$1.133	£708	€946
<i>Journal of Mgmt Info Systems</i>	0742-1222	\$2.890	£1.806	€2.410
<i>Journal of Mgmt Info Systems Online</i>	1557-928X	\$2.023	£1.264	€1.687
<i>Journal of Mktg Communications</i>	1352-7266	\$5.549	£3.356	€4.415
<i>Journal of Mktg Communications Online</i>	1466-4445	\$3.884	£2.349	€3.090
<i>Journal of Mktg For Higher Edu</i>	0884-1241	\$1.601	£1.222	€1.587
<i>Journal of Mktg For Higher Edu Online</i>	1540-7144	\$1.120	£856	€1.111
<i>Journal of Marketing Management</i>	0267-257X	\$4.519	£2.508	€3.608
<i>Journal of Marketing Management Online</i>	1472-1376	\$4.519	£1.756	€2.526
<i>Journal of Mktg Theory & Practice</i>	1069-6679	\$670	£421	€561
<i>Journal of Mktg Theory & Practice Online</i>	1944-7175	\$831	£365	€487
<i>Journal of Media Business</i>	1652-2354	\$581	£514	€676
<i>Journal of Media Business Online</i>	2376-2977	\$817	£360	€473
<i>Journal of Media Economics</i>	0899-7764	\$572	£923	€1.234
<i>Journal of Media Economics Online</i>	1532-7736	\$1.548	£646	€864
<i>Journal of Media Ethics</i>	2373-6992	\$1.083	£1.033	€1.384
<i>Journal of Media Ethics Online</i>	2373-700X	\$1.744	£723	€969
<i>Journal of Nonprofit & Public Mktg</i>	1049-5142	\$1.221	£2.816	€3.658
<i>Journal of Nonprofit & Public Mktg Online</i>	1540-6997	\$3.689	£1.971	€2.560
<i>Journal of Org. Behavior Mgmt</i>	0160-8061	\$2.583	£1.695	€2.205
<i>Journal of Org. Behavior Mgmt Online</i>	1540-8604	\$2.213	£1.187	€1.544
<i>Journal of Pers. Selling & Sales Mgmt</i>	0885-3134	\$1.549	£638	€796
<i>Journal of Pers. Selling & Sales Mgmt Online</i>	1557-7813	\$1.020	£447	€557
<i>Journal of Policy Research in Tourism Online</i>	1940-7971	\$714	£615	€978
<i>Journal of Political Marketing</i>	1537-7857	\$1.222	£1.101	€1.421
<i>Journal of Political Marketing Online</i>	1537-7865	\$1.443	£771	€994
<i>Journal of Public Relations</i>	1062-726X	\$1.010	£1.368	€1.828
<i>Journal of Public Relations Online</i>	1532-754X	\$2.293	£957	€1.279
<i>Journal of Relationship Marketing</i>	1533-2667	\$1.605	£1.103	€1.425

<i>Journal of Relationship Mktg Online</i>	1533-2675	\$1.445	£772	€998
<i>J.of Small Business & Entre.ship</i>	0827-6331	\$1.011	£467	€560
<i>J.of Small Business & Entre.ship Online</i>	2169-2610	\$746	£327	€392
<i>Journal of Strategic Marketing</i>	0965-254X	\$5.011	£3.029	€4.009
<i>Journal of Strategic Marketing Online</i>	1466-4488	\$3.507	£2.120	€2.806
<i>Journal of Strategic Studies</i>	0140-2390	\$2.628	£1.579	€2.097
<i>Journal of Strategic Studies Online</i>	1743-937X	\$1.840	£1.105	€1.468
<i>Journal of Sustain. Finance & Invest.</i>	2043-0795	\$1.281	£778	€1.021
<i>Journal of Sustain. Finance & Invest. Online</i>	2043-0809	\$897	£544	€715
<i>Journal of Sustainable Tourism</i>	0966-9582	\$3.992	£1.985	€2.076
<i>Journal of Sustainable Tourism Online</i>	1747-7646	\$2.795	£1.390	€2.076
<i>Journal of Air & Waste Mgmt Ass.</i>	2162-2247	\$825	£499	€657
<i>Journal of Air & Waste Mgmt Ass. Online</i>	2162-2906	\$577	£349	€460
<i>Journal of the Operational Res. Soc.</i>	PACK-5682	\$6.055	£4.322	€5.265
<i>Journal of the Operational Res.Soc. Online</i>	PACK-9360	\$5.258	£5.317	€4.572
<i>Journal Of Travel & Tourism Marketing</i>	1054-8408	\$3.202	£2.442	€3.174
<i>Journal Of Travel & Tourism Mktg Online</i>	1540-7306	\$3.202	£1.709	€2.222
<i>Knowledge Mgmt Research</i>	1477-8238	\$1.579	£1.127	€1.372
<i>Knowledge Mgmt Research Online</i>	1477-8246	\$1.106	£789	€961
<i>Lake and Reservoir Management</i>	0743-8141	\$789	£398	€629
<i>Lake and Reservoir Management Online</i>	2151-5530	\$552	£278	€440
<i>Logistique & Management</i>	1250-7970	\$1.293	£809	€1.080
<i>Logistique & Management Online</i>	2377-9640	\$905	£567	€756
<i>Management & Organizational History</i>	1744-9367	\$940	£849	€1.018
<i>Managing Sport and Leisure</i>	2375-0472	\$4.106	£2.454	€3.262
<i>Managing Sport and Leisure Online</i>	2375-0480	\$2.874	£1.718	€2.283
<i>Maritime Policy & Management</i>	0308-8839	\$6.767	£4.065	€5.383
<i>Maritime Policy & Management Online</i>	1464-5254	\$4.737	£2.846	€3.768
<i>Marketing Education Review</i>	1052-8008	\$533	£336	€448
<i>Marketing Education Review Online</i>	2153-9987	\$373	£235	€313
<i>Production Planning & Control</i>	0953-7287	\$4.173	£2.507	€3.322
<i>Production Planning & Control Online</i>	1366-5871	\$2.921	£1.755	€2.325
<i>Public Management Review</i>	1471-9037	\$4.630	£2.941	€3.688
<i>Public Management Review Online</i>	1471-9045	\$3.241	£2.059	€2.582
<i>Public Money & Management</i>	0954-0962	\$4.005	£2.395	€3.077
<i>Public Money & Management Online</i>	1467-9302	\$2.803	£1.677	€2.154

<i>Public Performance & Mgmt Review</i>	1530-9576	\$2.229	£1.395	€1.861
<i>Public Performance & Mgmt Review Online</i>	1557-9271	\$1.560	£976	€1.302
<i>Quality Management Journal</i>	1068-6967	\$2.796	£1.996	€2.432
<i>Quality Management Journal Online</i>	2575-6222	\$1.957	£1.397	€1.702
<i>Quality Techno & Quantitative Mgmt Online</i>	1684-3703	\$1.846	£1.153	€1.540
<i>Research-Technology Management</i>	0895-6308	\$723	£453	€604
<i>Research-Technology Management Online</i>	1930-0166	\$506	£317	€422
<i>School Leadership & Management</i>	1363-2434	\$3.586	£1.952	€2.864
<i>School Leadership & Management Online</i>	1364-2626	\$2.510	£1.366	€2.005
<i>Services Marketing Quarterly Online</i>	1533-2977	\$1.314	£999	€1.303
<i>Small Enterprise Research Online</i>	1175-0979	\$1.484	£927	€1.238
<i>South African J.of Accounting Research</i>	1029-1954	\$717	£454	€601
<i>South African J.Accounting Research Online</i>	2376-3981	\$502	£318	€420
<i>South African Journal of Int. Affairs</i>	1022-0461	\$1.500	£752	€1.204
<i>South African Journal of Int. Affairs Online</i>	9999-0461	\$1.050	£526	€843
<i>Spanish J.of Finance and Accounting</i>	0210-2412	\$962	£602	€800
<i>Spanish J.of Finance and Accounting Online</i>	2332-0753	\$674	£421	€560
<i>Sport Management Review</i>	1441-3523	\$981	£754	€867
<i>Sport Management Review Online</i>	1839-2083	\$687	£528	€607
<i>Strategic Analysis</i>	0970-0161	\$1.601	£820	€1.281
<i>Strategic Analysis Online</i>	1754-0054	\$1.120	£574	€897
<i>The European Journal of Finance</i>	1351-847X	\$11.072	£6.680	€8.813
<i>The European Journal of Finance Online</i>	1466-4364	\$7.751	£4.676	€6.169
<i>The Int Trade Journal</i>	0885-3908	\$1.679	£1.005	€1.334
<i>The Int Trade Journal Online</i>	1521-0545	\$1.175	£703	€934
<i>Total Quality Mgmt&Business Exc. Online</i>	1478-3371	\$5.113	£2.959	€4.069
<i>Venture Capital</i>	1369-1066	\$2.074	£1.245	€1.647
<i>Venture Capital Online</i>	1464-5343	\$1.452	£871	€1.153
<i>World Futures:J. New Paradigm Research</i>	0260-4027	\$3.575	£2.153	€2.850
<i>World Futures:J. New Paradigm Res.Online</i>	1556-1844	\$2.502	£1.507	€1.995

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