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## Editorial

# O&S Voices, Visions, and Values in 100 Published Issues

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## Abstract

Readers, reviewers, authors, editors, directors, managers, coordinators, and board members of the O&S are diverse voices that expressed themselves about the importance of the journal. From this variety of voices, we identified visions and values that highlight five points of identity of the journal: (a) a consolidated journal that dares, innovates, and renews itself, (b) a relevant journal that seeks excellence, rigor, and social commitment, (c) an open journal that includes the diverse, the plural, and the silenced, (d) a critical journal that resists, debates, and challenges, and (e) a welcoming journal that promotes engagement, the community, and affection. These are points of identity that, rather than crystallizing or affirming, aim, above all, to inspire a reflection on the past, present, and future of the journal.

**Keywords:** O&S voices; points of identity; 100 editions.

## Introduction

This issue marks 100 issues of the Organizations & Society journal (O&S). It is a milestone that deserves to be highlighted and celebrated for what it represents for the field of Management, the Management School at the Universidade Federal da Bahia (EUFBA), and its *Núcleo de Pós-Graduação em Administração* (NPGA, Graduate Center for Management). We invited to the celebration party all stakeholders who wished to participate: readers, reviewers, authors, editors, directors, managers, coordinators, and advisors. The stakeholders who accepted the invitation

provided us with a variety of voices that lent the party beautiful visions and values to look at the past, the present, and the future.

They are voices from various corners of Brazil and the world, linked to the most diverse organizations. They are voices that express a deep bond with our journal. This massive, full, and diverse participation shows how well the O&S has been doing over these last 100 issues. This brings us; I as the current editor-in-chief, and all the people involved in the daily making of the journal, both past and present (reviewers, editors, reviewers, NPGA coordinators, etc.), a lot of happiness, pride, and satisfaction.

The purpose of this editorial is to reflect on the journal not from the point of view of its editor-in-chief, but to give voice and visibility to all the people who wanted to say something about and to the journal. Their testimonials make up the next sections of this editorial. They point to values and visions that make up the identity of the journal, and are also highlighted in our Administration research (e.g., Alvesson, Bridgman, & Willmott, 2009; Bendl, Bleijenbergh, Henttonen, & Mills, 2017; Dodgson, Gann, & Phillips, 2013; Faria, 2007; Gherardi, 2017; Misoczky, Flores, & Moraes, 2010). Taken together, these voices urge us to reflect on the many values and visions of the O&S, which we have clustered into five identity points that have emerged:

- A consolidated journal that dares, innovates, and renews itself.
- A relevant journal that seeks excellence, rigor, and social commitment.
- An open journal that includes the diverse, the plural, and the silenced.
- A critical journal that resists, debates, and challenges.
- A welcoming journal that promotes engagement, the community, and affection.

## **A consolidated journal that dares, innovates and renews itself**

*100 published issues*

*Since its invention*

*Many people have worked*

*In non-stop creation*

*Congratulations to the O&S*

*For its dimension.* (Ariadne Scalfoni Rigo, Editor-in-chief 2014-2019 and Member of the O&S Editorial Board, Universidade Federal da Bahia)

*Writing an article for the O&S means being able to travel on the wings of a chimera and knowing that daring is always welcome in this journal.* (Alexandre de Pádua Carrieri, Member of the O&S Editorial Board, Universidade Federal de Minas Gerais)

*The O&S marked my academic career from its inception, allowing me to access the theories and ideals that would form the basis of my future work. The journal, for me, represents a hard-built space for free and innovative thought that must be protected and*

*valued for decades to come. Our eternal gratitude to the editors and contributors who helped cement this history.* (Marcos Barros, Member of the O&S Editorial Board, Université Grenoble Alpes, France)

*The O&S has consistently been a relevant vehicle for innovative research in the field of organizational studies. I have always followed each issue with great interest. For me, it is a source of pride and a satisfaction to contribute, be it as an author, an evaluator or even as a supporting member to its editorial staff.* (Leticia Dias Fantinel, O&S Associate Editor, Universidade Federal do Espírito Santo)

*For the philosopher Souriau, art, taken by its effort (work) of instauration (of the work), becomes a living metaphor for life. And, if the work (life) is the journey itself, we can say that certain works take a whole life. To work with and for the O&S was to take responsibility for the becoming, for the coming to exist, for the instauration of something as concrete and full as possible. The O&S was, is, and will be the work-to-be-made.* (Claudia Simone Antonello, O&S Associate Editor, Universidade Federal do Rio Grande do Sul)

*The creation of a journal is a bet on the present and the future. When we created the O&S, it was impossible to predict future scenarios since even the reading of that present was difficult for a program that asserted itself in the context of an area under construction, such as management. The O&S has traced an itinerary amidst different contexts and is now in its 100th issue. And it will be sharing the scenarios of the future. Long live the NPGA and the O&S!* (Tânia Maria Diederichs Fischer, Member of the O&S Editorial Board, Universidade Federal da Bahia)

*The sayings of the 100 issues of the O&S are products of countless doings and inestimable doers. The journal has undergone significant transformations and continues to advance in its successful trajectory.* (Mônica Mac-Allister, O&S Editor-in-chief 2013-2014, Universidade Federal da Bahia)

*The O&S is an invaluable asset for the EAUFBA that, nowadays, is shared with all those who have a scientific concern with organizations, management, and its different interfaces with society. I wish longevity to our dear and always avant-garde O&S.* (João Martins Tude, Director of the EAUFBA)

*With 100 issues published, a milestone that, by itself, deserves to be celebrated, the O&S reaffirms its condition as a fundamental source for the dissemination and advancement of organizational studies on the Brazilian scene.* (Paulo Miguez, Universidade Federal da Bahia)

*May another 100 issues come. This journal is an asset not only to UFBA but to the entire management community and its organizations in Brazil and worldwide! (Antônio Sergio Araújo Fernandes, O&S Editor-in-chief 2014-2016, Universidade Federal da Bahia)*

*The O&S Journal comprises a space for reflection for those who analyze organizations, and their connections with organizational theory and public policies. It brings reflections and innovative contributions, privileging research and innovations in a world of challenging and constant changes. (Maria das Graças de Menezes Venâncio, Universidade Federal do Rio Grande do Norte)*

*For me, the O&S has a historical relevance in the diffusion of scientific knowledge in the areas of public administration and social management, and in the field of public administration in general, for the quality of its issues, the opportunities for Brazilian researchers to publish their studies, and for producing special issues that have greatly contributed to teaching and research, such as the one on Guerreiro Ramos. (José Roberto Pereira, Universidade Federal de Lavras)*

*I followed the birth of the journal and the changes it has undergone, born from the processes of creating the Interdisciplinary Committee of the Bahia Research Foundation (FAPESB). Powerful and productive discussions that gave rise to a welcome reference for the interdisciplinary area in Bahia, focused on applied issues of the human sciences. We watched with affection its evolution in evaluating, today among the necessary references to be visited, all who want to situate themselves in their fields of study. I congratulate O&S for its 100 issues and wish it a long and fruitful life, increasingly connected to the diversity of thinking and knowledge, maintaining its reference of quality, rigor, and critique without losing its amplitude. (Marjorie Csekö Nolasco, Universidade Estadual de Feira de Santana)*

*The journal is to be congratulated. It has grown and established itself as a reference in the field. I use the O&S a lot: in my classes, in my readings, and in my research, and I hope the journal keeps on doing this, because we still need to move forward, and a lot. (Davide Carbonai, Universidade Federal do Rio Grande do Sul)*

*As a reader of the O&S, I am very happy to testify of a high-quality journal focused on working with research that adds value to society, and “driven by passion for ideas, open-minded intellectual curiosity, critical thinking, and adherence to the best scholarly standards” as its policy states. Congratulations on the 100th issue and all the others to come. (Douglas Murilo Siqueira, Fundação Escola de Sociologia e Política de São Paulo)*

*I closely saw the birth of the O&S in the nineties when I was doing my PhD at NPGA/UFBA and, since then, I have been able to follow its successful and distinctive trajectory within the scenario of Brazilian management journals. Whether as an author or as a reviewer, but especially as a reader, the O&S is, for me, that place in which we so rarely find technique and aesthetics intertwined in a profitable and pleasurable reading with each*

*new issue. Long live the O&S!* (Florence Cavalcanti Heber Pedreira de Freitas, Universidade Federal de Sergipe)

*An innovative journal that manages to be informative and didactic. The O&S offers great contributions to academic discussions, which is why it is so relevant to administrative management.* (Dirce Nazaré de Andrade Ferreira, Universidade Federal do Espírito Santo)

*The O&S, as a national journal, is the scientific framework for the development of innovation!* (José Barrozo de Souza, Universidade Federal do Espírito Santo)

*The O&S allows us to broaden and question our reflections by providing us with deep and valuable investigations about the social phenomena arising from an increasingly complex society. It is salutary to follow the development of investigations published in this journal, which brings together numerous evaluators anonymously imbued with the mission of appreciating and indicating possible directions for its manuscripts each year. In the next 100 years, may we follow the reconstruction and construction of new and necessary research paths for the multidisciplinary fields woven by the journal.* (Layon Carlos Cezar, Universidade Federal de Viçosa)

## **A relevant journal that seeks excellence, rigor, and social commitment**

*For me, the O&S has always represented that it is possible. It is possible to do good-quality research in a journal hosted by a public university in the Northeast. It is possible to reconcile rigor and relevance. It is possible to embrace themes outside the mainstream of the management area without ceasing to dialogue with the dominant views in the area. In short, it is possible.* (Sandro Cabral, O&S Editor-in-chief 2014-2016, Teaching And Research Institute, Universidade Federal da Bahia)

*Throughout its history, the O&S has rigorously, ethically, and transparently fulfilled its technical-scientific mission. This posture strengthens its legitimacy, ennobles the academic production, and reaffirms its social commitment.* (Mozar José de Brito, Member of the O&S Editorial Board, Universidade Feral de Lavras)

*The O&S is one of the foundations of my academic training, a reference for the field of studies in organizations, state, and society, and for other journals that were later launched and developed in these fields. Over the years, I have followed several dedicated and competent colleagues who have been in its editorship. To this day, I am happy when a new issue is published because I know that I will find themes and approaches at the frontier of knowledge in these fields, with qualified authors, and exquisite form and content.* (Paula Chies Schommer, Member of the O&S Editorial Board, Universidade do Estado de Santa Catarina, Universidade Federal da Bahia)

*The O&S is a unique journal in the field of management and organizational studies. With a very clear and well established identity, it is certainly a central agent in the consolidation and advancement of the research community interested in the intersections between management, organizations, and their impacts on the social and political environment in which they are inserted. The O&S is an achievement for the field and the result of the dedicated work of its various editors who managed to balance the demands for rigor and the inclusive and reflective character of the journal. (Amon Barros, Member of the O&S Editorial Board, Fundação Getulio Vargas)*

*The O&S is a publication that makes history within the scope of reflection about problems of organizations and management, always approaching, in a critical and consistent way, current and relevant themes in different spheres and scales. We are proud to be part of this history! Congratulations to the EAUFBFA for its important contribution to the dissemination of good-quality and socially relevant scientific work!" (Maria Elisabete Pereira dos Santos, O&S Associate Editor, Universidade Federal da Bahia)*

*The O&S is to be congratulated for the 28 years it has published good-quality articles, counting on the support of a competent and dedicated body of evaluators and editors. The qualis/capes A2 concept in Management only corroborates the quality of this journal, which is a source of pride for the NPGA/EAUFBFA. Congratulations to all those involved (authors, reviewers, board members, former and current editors, and volunteer executive managers) for the 100 issues and may there be hundreds more to come! (Fabiany Feitosa, O&S Executive manager, Universidade Federal da Bahia)*

*I have been a reader and author of the O&S since 2006, when it published my first article. During this time, I have witnessed the entire techno-scientific evolution of the journal. I consider it the best Brazilian scientific journal in terms of uniting organizational studies with the Brazilian social reality. (Roberto Bazanini, Universidade Paulista, Universidade Municipal de São Caetano do Sul)*

*I consider the O&S Journal as a historical and contemporary reference in organizational studies in Brazil. This journal represents, without a doubt, a rich collection of studies on culture, subjectivities, and identities in the country, consolidated with consistency and quality. (Hilka Pelizza Vier Machado, Universidade do Oeste de Santa Catarina, Universidade Cesumar)*

*I would like to welcome the milestone of 100 published issues of this important journal within the field of management and business in Brazil. I hope this space of communication within Brazilian research continues for a long time to come, that it continue to grow, and that it expands its relevance even more both in the country and in the international scenario. Long live the O&S! (Eduardo H. Diniz, Fundação Getulio Vargas)*

*I understand that the O&S is really relevant for the production of academic knowledge which can generate positive externalities for the art states. (Cícero Pereira Leal, Universidade de Brasília)*

*Seriousness, competence, and commitment to science and knowledge are the words that define the Revista Organizações e Sociedade. I definitely learned, and learn, a lot from the processes and discussions with the team. It is an honor to be a part of this group. (Paula Cristina Pedroso Moi, O&S Volunteer Executive Manager)*

*The O&S, for me, is synonymous with research quality and reference. It is a great satisfaction to have participated in this history as the author of an article in this journal. Long live the O&S! (Anderson Diego Farias da Silva, Universidade Federal de Pernambuco)*

*Without abdicating scientific rigor, the O&S can be considered an asset for different stakeholders because it represents a new academic, organizational, and societal perspective that adds both theoretical and practical value to research. (Oliva Maria Dourado Martins, Instituto Politécnico de Bragança, Portugal)*

*Presenting us with the frontiers of contemporary thought through qualified and always avant-garde discussions is one of the main attractive attributes of the O&S that made me become a regular reader. I hope it continues toward its 200th issue with the same primacy that brought it to this historic 100th issue milestone. Thank you, O&S, for the beautiful mission you develop in our country. (Vicente Reis Medeiros, Pontifícia Universidade Católica do Rio Grande do Sul)*

*I am very pleased to have been an ad hoc reviewer for O&S since it is one of the most important journals in the area, recognized for the quality of its publications, scientific rigor, and its interdisciplinary and plural approach. Long live the Revista Organizações & Sociedade! (Glauco Ludwig Araujo, Universidade de Passo Fundo)*

*The relevance of the journal to me was paramount for my term paper. (Aparecida das Dores Silva do Nascimento, Universidade Federal de São Carlos)*

*Congratulations to the editors of and contributors to the O&S. I am an assiduous and interested reader. An article published almost a decade ago by Professor Maria Alexandra Cunha, is, to this day, one I most cite, an example of the relevance of this publication. (Paulo Roberto Miranda, President of MultiRio – Empresa de Multimeios da Prefeitura do Rio de Janeiro)*

*The O&S reaches the important milestone of 100 issues published, thus demarcating its relevant contribution to national and international science. May the journal continue its*

*important role in the socialization of knowledge and the formation of ethical and competent professionals. (Edward Goulart Junior, Universidade Estadual Paulista)*

*The reality disclosed through research relevant to society and scientific academia is one of the important objectives of a journal with the dimensions of the O&S. Thus, it helps me to build different interpretations for various phenomena and encourages me to develop new research and analysis methods. Congratulations to the whole O&S team who makes this a possible and rewarding journey! May the 200th issue come! (Audrey Silva Hein, Centro Universitário Fundação Educacional Inaciana)*

*The O&S is an open window to science. Through its publications, we can have access to the best in scientific research. In these difficult times, we need science more than ever to keep us on our toes. (Mauricio Maynard do Lago, Centro Federal de Educação Tecnológica Celso Suckow da Fonseca)*

*Having an article published in the O&S is reason for great celebration, after all, it is a journal that has become synonymous with quality in the academic community. The professionalism of its editorial team added to its evaluators' seriousness, transparency, and agility guarantee the credibility of its issues while giving greater prominence to the final results of our research. (Simone de Lira Almeida, Universidade Federal de Pernambuco)*

*The O&S, for me, as an evaluator and author of articles and books, has become an important source of research, being indispensable for the development of my academic activities. (Edgard Gonçalves da Costa, Faculdade Única de Ipatinga)*

*Reading, without a doubt, stimulates the imagination and provokes discoveries, and it is in the field of discoveries that the O&S is inserted. Besides providing vast scientific knowledge in its issues, it has the fundamental role of bringing studies closer to reality, in which it announces social issues. While announcing, it also denounces important social issues. And, for me, this is what instigates me to read more and more. (Elsi do Rocio Cardoso Alano, Universidade Federal do Paraná)*

*Congratulations to the O&S editorial team for the 100 issues! We thank you for socializing scientific knowledge. Carry on this path, sharing research for social development. (Pedro Xavier da Penha, IFMG – Campus Ouro Branco)*

### **An open journal that includes the diverse, the plural, and the silenced**

*Welcoming, sensible, and excellent. These are three axes that the O&S has always shown me as the basis for scientific development in the field of management. The welcoming of the particularities of the Brazilian reality, the sensibility in recognizing the epistemological plurality of our field, and the excellence in publishing texts that highlight science as a field*

*of possibilities for transforming society. It is with great joy that I congratulate the O&S for its trajectory, wishing long life to what it carries in its name: the challenges of thinking organizations from our collective articulations. (Josiane Silva de Oliveira, O&S Associate Editor (Organizations, Theory, and Methods), Universidade Estadual de Maringá)*

*The O&S is another precious symbol of our dear EAUFBFA, reflecting our outstanding inscription in the scenario of national management research. The journal masterfully combines quality and academic rigor with epistemological diversity and scientific interdisciplinarity. It is with pride and satisfaction that we celebrate its hundredth issue! (Genauto Carvalho de França Filho, Coordenador do NPGA, EAUFBFA)*

*“The O&S reaches, this year, the memorable milestone of 100 issues during 28 years of open and multidisciplinary collaboration with the academic community. Through a vision marked by plurality/diversity, it opens spaces for colleagues from different horizons to share their views on relevant issues for the Brazilian society. May issue 100 represent continuity as well as new beginnings. (Marlei Pozzebon, Member of the O&S Editorial Board, HEC Montreal (Canada), Fundação Getulio Vargas)*

*For me, the O&S is first and foremost a space for contact with the work of colleagues who, in Brazil, develop our field of organizational studies. In it, I find a great diversity of perspectives, voices, and theoretical landscapes I associate with Brazil. It is, therefore, always with great pleasure that I return to the pages of the O&S. (Miguel Pina e Cunha, Member of the O&S Editorial Board, Universidade Nova de Lisboa, Portugal)*

*The O&S has become a reference journal in the Brazilian context with respect to the publication of studies that escape the management mainstream, opening spaces for new ideas and the critique of management and its broader relationship with society. Thus, the journal is a space that welcomes, with excellence, topics that are little debated in the field of management, offering fertile ground for heterodox theoretical and methodological positions. (Marcelo de Souza Bispo, O&S Associate Editor, Universidade Federal da Paraíba)*

*The O&S has occupied, and still occupies, an avant-garde space among management journals. Throughout its years, it has always been open to topics outside the mainstream. Thus, it has strongly contributed to broadening the concept of organization, inserting new objects of study and new theoretical, methodological, and epistemic perspectives. (Wescley Silva Xavier, O&S Associate Editor, Universidade Federal de Viçosa)*

*For me, the O&S has always been a reference of intelligence in Brazilian management academia. A journal that has always embraced plurality, diversity, and well-grounded criticism. This openness and lucidity, in my opinion, characterize good intellectual practices and have never been as necessary. Long live the O&S! (Amarolinda Iara da Costa Zanela Klein, O&S Associate Editor, Universidade do Vale do Rio dos Sinos)*

*We have a lot to celebrate with this O&S milestone. I have followed its trajectory since its beginning and I see that the O&S has always been committed to the field of organizational studies, consolidating itself as a journal that represents its wealth of approaches and perspectives, and its past, present, and future. The O&S is engaging, welcoming, inspiring. (Cintia Rodrigues, O&S Associate Editor, Universidade Federal de Uberlândia)*

*The existence of the O&S has guaranteed a qualified space open to the diversity of epistemological and political positions. Moreover, the valorization of essays and their contributions to theoretical debates has been one of its distinctive marks. This is a tribute to the editorial teams that have built this journal over time. Long live the O&S! (Maria Ceci Misoczky, Universidade Federal do Rio Grande do Sul)*

*True to its name, the O&S has been an open and original journal, introducing new debates and thematic tracks in the socio-organizational world. (Maria Ester de Freitas, Fundação Getúlio Vargas)*

*The O&S represents a milestone for Brazilian organizational studies. As a pioneer in the area, it postulates, since its beginning, a position open to interdisciplinarity, national problems and themes, and free access. It is one more valuable asset a public university offers to the academic-scientific community, and it honors us with its actuality, the high qualification and dedication of its editors, its publishers, and the articles it publishes. Long live the O&S! (Sueli Goulart, Universidade Federal do Rio Grande do Sul)*

*The O&S represents a fundamental locus for the continuous construction of knowledge in management. The thematic comprehensiveness and qualitative relevance of the texts published here enhance Brazilian science. (Andréa Cardoso Ventura, O&S Associate Editor, Universidade Federal da Bahia)*

*The O&S is among the first important publications in the area of management in the country, always prizing thematic and methodological diversity and giving visibility to relevant socio-organizational issues in each area. With the necessary rigor, its purpose is to value interdisciplinarity in the ethical understanding of organizational phenomena. (Mônica de Fatima Bianco, Federal do Espírito Santo)*

*The O&S is a publication that has opened an important space in a scenario of many limitations for critically thinking what goes beyond the mainstream and ideological conservatism. The maintenance of this position has been precious because it is an effective contribution to the plural character of science. When it reaches its 100th issue, all we want is that it stays that way: libertarian and diverse. (Cláudio Gurgel, Universidade Federal Fluminense)*

*The relevance of the O&S lies in its opening a space for serious researchers to present their contributions in support of an advancing contemporary society. (Flávio de São Pedro Filho, GEITEC/UNIR/CNPq)*

*The O&S is indeed a journal which is receptive to epistemological and methodological plurality, and inspired by diversity. My article "Health Regulation and Political epistemology: Contributions of Post-normal Science in the Challenge of Uncertainties", published by the O&S, presents and discusses a non-conventional strategic approach to understanding health regulation and intervention, proof the journal fosters diversity and openness to the epistemic dialogue, and the multiplicity of methodological possibilities in the study of organizations. I thank you for the opportunity of publishing and the visibility it offered my study. (Tatiana Pereira das Neves Gamarra, Agência Nacional de Saúde Suplementar)*

*The O&S is a unique journal which develops science in a serious, relevant, and committed way, and in a plural, inclusive, and balanced manner. (Márcio M. Abdalla, Universidade Federal Fluminense)*

*What is the meaning and relevance of the O&S for me? It is a space for diversity, with multiple voices, which privileges reflexivity and ensures quality. A consistent proposal, built by many people, a different journal. First-rate work, a true seedbed for the Brazilian academia. (Alexandre Hochmann Béhar, Instituto Federal de Pernambuco)*

*The O&S publishes relevant themes for the Brazilian society with robust and contemporary articles, besides facilitating the dissemination of knowledge. It encourages debates by researchers, students, and the general public on the most diverse issues as possible. 100 issues published is not for just any journal. I congratulate all the editors, researchers, and reviewers, past and present. (Cláudia Aparecida Avelar Ferreira, Pontifícia Universidade Católica de Minas Gerais)*

*The O&S does not only have an individual importance for each author of an article published in its 100 issues. The O&S has an importance for the entire scientific and social community. This journal is the representation of the multiplicity of ontologies and epistemologies within the management field. (Renan Gomes de Moura, Universidade do Grande Rio)*

*The effective contribution of a state-of-the-art journal, such as the O&S, is proven through publications that reflect the diversity of thought, the dialogical plurality, the social repercussions that its studies promote, and the scientific rigor that expresses academic excellence. The O&S, thus, consolidates itself as a differentiated scientific vehicle, capable of stimulating new epistemological perspectives. (Jairo de Carvalho Guimarães, Universidade Federal do Piauí)*

*The O&S represents a welcoming place for diverse readings in the universe of organizational studies. Its editorial line reveals, through its history, a posture of unconditional hospitality toward knowledge. The O&S, therefore, is this meeting point with the diversity of metaphors that translate organizations and society. (Robson Malacarne, Instituto Federal do Espírito Santo)*

*The O&S was introduced to me by a Brazilian student who was attending my PhD course in public administration at the Instituto Superior de Ciências Sociais e Políticas (ISCSP) of the then Technical University of Lisbon (UTL). In Portugal, there is a long tendency for professors in my area to focus their attention on Europe and the United States, as it is only recently that the scientific potential of Brazil has been “discovered”. Therefore, after this suggestion from my student, it was a pleasant surprise to consult what was then its last three issues. This surprise came from the openness of the O&S to epistemological diversity - it is common for certain journals to reject the whole functionalist/positivist approach —, and the publication of scientific research papers linked both to empirics and theory, and the demanding literature review. It was with redoubled satisfaction that I accepted to be its reviewer, contributing to the increase of its internationalization. I congratulate, then, the institutions to which the O&S journal is linked and, with enthusiasm, greet its leaders and collaborators. Creating a journal that is easy and accessible to many, but maintaining it and promoting the continuous improvement of its quality is a work worthy of a few. (João Abreu de Faria Bilhim, Universidade de Lisboa, Universidade de Brasília)*

*A journal that stimulates interdisciplinary reflection on the relationships that organizations build with society. It broadens and innovates in the dialogue on contemporary issues that organizations develop. Multiple approaches that stimulate reflection on the greatest challenges and advances in the culture of organizations. It emphasizes the importance of approaches around complexity and diversity in organizations, both public and private. (Pedro Roberto Jacobi, Universidade de São Paulo)*

*My first contact with the O&S was as an author in 2014. Subsequently, the journal has become for me a pleasurable opportunity to “wander around” and have contact with works from other disciplines. Pluralism is perhaps the greatest asset of this publication that now reaches its 100th issue. Congratulations to the O&S! (José Angelo Machado, Universidade Federal de Minas Gerais)*

## **A critical journal that resists, debates, and challenges**

*Throughout its almost 30 years of existence, the O&S has built a respectable name. This position is the result of much effort made by its editors, secretaries, authors, and referees, all engaged in the task of advancing knowledge in Management in Brazil and even abroad. In the present period, when these values are questioned and fought, the struggle and resistance of all involved in the construction of a Nation in which knowledge, the reduction of inequalities and the breaking of prejudice are valued, the role of the O&S, as well as all*

*periodicals, assumes fundamental importance. (José Antonio Gomes de Pinho, O&S Editor-in-chief 1996-2013, Universidade Federal da Bahia)*

*The O&S represents for me excellence in national academic production. A journal that, since its beginning, has had a clear and prominent position in the Brazilian scenario and that, for years, has promoted a space for debate and criticism of the intersections between organizations and society, long before these topics became fashionable. (Diego M. Coraiola, Member of the O&S Editorial Board, Peter B. Gustavson School of Business, University of Alberta)*

*For me, the relevance of the O&S can be concretized in a text already published some time ago by the journal and that I still use today in my graduate classes: *The Academy and the sardine factory*. This text is representative of a questioning and, at the same time, open posture. An openness to different types of records and looks. A reflective look at the academy. These are some of the characteristics that I attribute to the journal, for which I wish another 100 issues, with this same positioning. Congratulations, O&S! (Sílvia Pereira de Castro Casa Nova, Member of the O&S Editorial Board, Universidade de São Paulo)*

*Historically, the O&S has been a space for the different perspectives that make up the field of organizational studies, a place of daring, of differences, of clashes; in short, a space of applied sciences that do not give up being, above all, social. Long live the O&S! (Luiz Alex Silva Saraiva, Universidade Federal de Minas Gerais)*

*The O&S has a unique sense of development in my training as a teacher and researcher for its exercise of building excellent knowledge, full of ethical principles and emancipating human political positions on contemporary issues in the fields of organizational studies and related areas. (Fernando Gomes de Paiva Júnior, Member of the O&S Editorial Board, Universidade Federal de Pernambuco)*

*Years ago, I was still studying for my master's degree when, in a bar conversation, Prof. Fernando Motta confessed how difficult it was to publish his articles in academic journals, with one exception: the O&S! What else can I say? Thank you, thank you, thank you for hosting and keeping alive critical thinking in organizational and management research in Brazil. Long live the O&S! May 100 more and 1000 more and 10,000 more issues come! (Fabio B. Meira, Universidade Federal do Rio Grande do Sul)*

*The O&S publications helped me understand that the predominantly North-Atlanticist fields of organization and management produce internal critiques that both challenge and reaffirm the mainstream, as well as the ever-transitioning colonial-abysmal differences we experience on a day-to-day basis inside and outside the academy. Over the following years, I learned to appreciate the O&S even more as a 'living' publication that disobediently obeys the imperial pattern of internationalization as a new geohistorical design of academia that challenges and reaffirms, on a global scale, the faces of imperial*

*expansionism and decolonial internationalism that promote oppressive emancipation via the decolonization-recolonization of epistemes and materialities in the South and North. For me, the O&S remains a planetary publication where we understand these global/imperial phenomena commanded by the North that challenge and reaffirm the contested colonial matrix of power, being, and knowledge. After all these years, I still discover and live the O&S as a living-historical publication that resists re-existing and re-exists resisting. That is why this publication that celebrates its first hundred issues in 2021 should be read, appreciated, and lived by everyone in different corners of a world in which diverse worlds can coexist, collide, and coalesce. With the support of a vibrant and engaged community, the O&S will continue this extraordinarily ordinary trajectory of everyday subversive complicity, inside and outside academia, that allows us to regenerate and reclaim possibilities silenced and appropriated by dominant institutions; to create, open, and keep open the fissures that renew our hopes for an 'other' field of study and practice; to mobilize power as regenerative obedience engaged with a growing population of 'others' supposedly incapable of self-organization. Long live the O&S! (Alexandre de Almeida Faria, Member of the O&S Editorial Board, Fundação Getulio Vargas)*

*The relevance of the O&S journal resides, among other aspects, in the recurrent opening of a space for the publication of new perspectives in organizational and management studies. In an academic environment with the practice of (arbitrarily) erecting walls and circumscribing epistemologies, theories, and methodological procedures, the O&S stands out for acting differently: it challenges already established knowledge, builds bridges between areas of knowledge, and widens fruitful avenues of research. (Alessandra Mello da Costa, Member of the O&S Editorial Board, Pontifícia Universidade Católica do Rio de Janeiro)*

*The O&S has built a privileged critical space and developed a unique identity which distinguishes it from other Brazilian journals. (Thomaz Wood Jr., Fundação Getulio Vargas)*

*The O&S is past, present, and future in the dissemination of studies in the field of management and other related fields. It is a space for reflections and discussions. It is a place of positions and militancy. It is a territory for researchers, scholars, and citizens. Long live the O&S! (Kely Cesar Martins de Paiva, Universidade Federal de Minas Gerais)*

*With the O&S journal, I realized that the denaturalization of hierarchical relations of domination and command, that new perspectives of analysis and substantive rationalities in organizations were not just the delusions of a young researcher, but a fact that has been materialized in the Brazilian academic society. I am very grateful for this channel of scientific communication and to all those who have made efforts to and continue to dedicate themselves to its existence. Congratulations! (Elcio Gustavo Benini, Universidade Federal de Mato Grosso do Sul)*

*The O&S allows us to reflect and discuss management as a collective movement of resistance, capable of breaking away from the dictates imposed by the market society,*

*and revealing the beauty of non-conventional forms of organization that spring up, through solidarity and respect for others and nature, in social contexts relegated to abandonment by the massifying structures of society. (Antônio João Hocayen da Silva, Universidade Estadual do Centro-Oeste)*

*The O&S has helped to challenge conventional ways of thinking by bringing people together to discover and put into practice research that really matters. Through significant steps, the O&S has helped researchers to tell their stories and disseminate research and knowledge in a meaningful way through transparency, inspiring trust and confidence. (Isabel Marques, Universidade da Beira Interior, Portugal)*

*The O&S represents the vanguard of organizational production in Brazil, always bringing new insights in a reflective, critical, and methodologically grounded perspective. There is no doubt that the journal has become institutionalized in our field as a reference, and this is the result of hard work and a lot of hands. Congratulations! May another 100 editions come. (Kleverton Carvalho, Universidade Federal de Sergipe)*

*The O&S is one of the main Brazilian academic publications that allow us a critical reflection and the development of another look toward organizational dimensions. Having the opportunity to read studies from different perspectives contributes not only to my training as a researcher but also to making me a better person. Congratulations on the milestone of 100 issues published. (Amanda Soares Zambelli Ferretti, Universidade Federal do Espírito Santo)*

## **A welcoming journal that promotes engagement, the community, and affection**

*In 1993, when I created the Revista Organizações & Sociedade, I had the dream of seeing it prosper and become one of the best scientific journals in the management area in Brazil. Congratulations to the various editors for making our dream come true! (Maurício Roque Serva de Oliveira, O&S Editor-in-chief (1993-1996) and Member of the O&S Editorial Board, Universidade Federal de Santa Catarina)*

*The scientific community is a relational idea. The value of a scientific journal is in ensuring the collective involvement that keeps a community active through peer-to-peer communication. Throughout its history, the O&S, in a plural way, has exercised this role. It has connected each time, the present, the past, and the future, and has contributed greatly to the sense of belonging and identity to organizational studies. (Edson Ronaldo Guarido Filho, Member of the O&S Editorial Board, Universidade Federal do Paraná, Universidade Positivo)*

*The O&S represents for me the richness, the breadth, the interdisciplinarity, and the critique so necessary to the field of management. Providing visibility to the diverse voices, bodies, society(ies) that compose us is also a merit of the journal. In my personal trajectory, it was in the O&S that I took my first steps as an evaluator and as an author as well – an affective and formative experience that certainly is present in the history of many other Brazilian researchers. Long live the O&S! Long live Brazilian science!* (Fernanda Tarabal Lopes, Universidade Federal do Rio Grande do Sul, Centro Federal de Educação Tecnológica – MG)

*Thank you. It is through this word and the feeling of gratitude it signifies that I would like to punctuate the pleasure and honor of participating as an author, reviewer, and most recently, as an advisor to the O&S. I applaud the O&S and its historical contribution to the field of organizational and management studies in our country.* (Ana Silvia Rocha Ipiranga, Member of the O&S Editorial Board, Universidade Estadual do Ceará)

*Side B, being A.*

*Melodious and sophisticatedly alternative. Rhythmic and gradually more diverse.*

*Plays pop with the quality of vinyl and the versatility of online.*

*Critical harmony: capital affection. Sound credit: social chorus.*

*Music that intrigues. Delivery.*

*Touching sway. Dancing soundtrack.*

*From the mind's softness (constant) to the body's path (forward): Mirante.* (Simony R. Marins, O&S Volunteer Executive Manager, Universidade Federal da Bahia)

*The O&S is an open window through which we can see ourselves inserted in this complex mosaic of social relations that defines our country. Through it, we live the present, sometimes with sadness because of inequalities, sometimes with hope because of new voices. Congratulations.* (Andréa Alcione de Souza, Pontifícia Universidade Católica de Minas)

*The O&S has remained relevant in these past 28 years. In relation to the O&S, my closest feeling is affection and respect, because I recognize that many people have worked during these 28 years for the journal to reach its maturity, and many people will still work to continue improving it even more, as technologies advance and research directories are integrated. Therefore, I believe in the proposal of the journal and encourage colleagues to read it and publish in it, adding value to this high-quality Brazilian product.* (Diógenes de Souza Bido, Member of the O&S Editorial Board, Universidade Presbiteriana Mackenzie)

*My first memory of the O&S was in the library of the EAUFBA, where I did my master's degree in business administration. Initially for the wonderful covers and later for the*

*content itself, the journal stands out. Today, I am proud to be part of this team. (Airton Cardoso Cançado, O&S Associate Editor, Universidade Federal do Tocantins)*

*I congratulate the entire O&S team for reaching this milestone. I feel honored to belong to the body of reviewers and authors of this renowned journal, which has welcomed me since the beginning of my career as a researcher. (Wilquer Silvano de Souza Ferreira, Centro Federal de Educação Tecnológica de Minas Gerais)*

*The O&S marked the beginning of my life as a researcher because I consider it a space, much more than a means, for scientific discussion with a critical bias of themes that contemplate human subjectivity. Thus, I have always felt welcomed and valued. Thanks to the members of the editorial team that made the 100 issues published and especially to those who fostered the debate about family businesses through the Forum 'Family Organizations as a research line', presented by Tânia Fischer, in volume 7, number 18, in 2000. (Denize Grzybovski, Universidade de Passo Fundo)*

*What a joy it is to be part of the history of the dear O&S! I feel honored to have one of my first writings published on it. This journal is one of those that make us perceive the organizational field beyond the management field, which is important and necessary in a society so plural and with so many aspects to be rethought. Reading the O&S also produces in me the hope that I can believe that another management is possible. Congratulations! (Susane Petinelli Souza, Universidade Federal do Espírito Santo)*

*For me, the O&S has always been the main reference for organizational studies in Brazil. Its editorial line is consistent, and the articles are a reference for me. My first article during my PhD was published in the O&S and my affection for the journal has only increased with time. It has been an honor to participate in its trajectory. (Charles Kirschbaum, Insper Instituto de Ensino e Pesquisa)*

*Not every Brazilian scientific journal is well prepared to provide decent and constructive evaluations. These aspects depend on adequate pre-analyses and on the identification of good and committed reviewers specialized in such a demanding subject. Learning from the evaluation process is an opportunity still limited to some journals, which I already know where to find. In this regard, the O&S is the place to be! Congratulations! (Magnus Luiz Emmendoerfer, Universidade Federal de Viçosa)*

*The O&S is mixed with my academic history. It was born while I was developing my master's studies at UFSC in the area of organizations with my then advisor, Prof. Clóvis-Machado-da-Silva. Its publishing in 1993 helped me to sharpen my scientific curiosity and to understand, at the time, the enormous possibilities that organizational studies offered to those who were entering the field. Years later, I had the opportunity to be among its editorial board members and reviewers. Congratulations to the O&S and to all those who*

*contributed to its success!* (Graziela Dias Alperstedt, Universidade do Estado de Santa Catarina)

*The O&S is where I published the article derived from my doctoral thesis in 2005. Through the years, I have followed its important publications and continuous evolution, reading and recommending many of its articles, and choosing the O&S for some of my publications. Congratulations for the 100 issues published and for all its contribution to the scientific community!* (Luciana Mourão, Universidade Salgado de Oliveira, Universidade do Estado do Rio de Janeiro)

*O&S publications are bridges between authors, readers, researchers, and students. The journal contributes to debates that can bring solutions and/or new questions to problems of interest in the several fields of study that it contemplates in its scope. In addition, the O&S helps to guide young researchers in their search for peer-reviewed papers. Thus, the O&S helps all the aforementioned agents to understand how science develops contemporaneously.* (Luci Mari Aparecida Rodrigues, Universidade Federal da Santa Catarina)

*I published my first article in the O&S in 2005. Since then, the journal has become an important choice for disseminating my research results. I have always had positive experiences with the editors, reviewers, and support staff who have helped me write clearer and more accurate articles. I am flattered to participate in the O&S community, since the O&S is one of the main Brazilian journals for the dissemination of scientific papers in the organizational field.* (Sérgio Fernando Loureiro Rezende, Pontifícia Universidade Católica de Minas Gerais)

*It is an honor to congratulate the O&S on its 100<sup>th</sup> issue and to pay homage to all the people who have contributed to the success achieved in spreading knowledge to society.* (Glaucia Bambirra Silveira, Fundação Universidade Federal do ABC)

*To reach the number of 100 issues of a scientific journal in Brazil is certainly not an easy task, but to reach it as the O&S did is a reason for much joy and celebration. Congratulations, O&S! You represent us.* (Elinaldo Leal Santos, Universidade Estadual do Sudoeste da Bahia)

*Congratulations on the success of the 100 issues published by the O&S. I learned a lot from its reviews. May the good God bless the efforts of all contributors.* (José Ultemar da Silva, Universidade de São Paulo)

*The O&S is a milestone in organizational studies within Brazilian academia. Evaluating and publishing in the journal is a differential, and a unique opportunity for development and improvement. May the journal publish another 100, 1000, infinite issues toward*

*international prominence. Congratulations!* (Américo da Costa Ramos Filho, Universidade Federal Fluminense)

*Congratulations to the O&S journal for its 100th issue. It is a great pleasure to be an author, an evaluator, and a reader of this journal. The trajectory of the journal shows the seriousness in the management and in the evaluation criteria of the studies it publishes, contributing significantly to the advancement of science. I wish a long life to the journal and congratulations to all those involved in its trajectory!* (Erlaine Binotto, Universidade Federal da Grande Dourados)

*It is with satisfaction that we see the O&S reaching the important milestone of 100 issues published. Especially, it is gratifying to know that we have collaborated for this milestone to be reached, and for the O&S to have distinguished itself among the prestigious journals in Brazil, helping to register and perpetuate the results of national research in its field. Congratulations to the current and former members of the Editorial Board, editors, staff, authors, reviewers, and readers. May other challenges come and go!* (Francisco Roberto Pinto, Universidade Estadual do Ceará)

*The O&S was my first experience in scientific publishing. As an alumnus of PPGA/UFBA, it was a personal challenge to contribute to the journal, trying to express all the scientific qualification that the program offered me. After making the necessary adjustments, my satisfaction of seeing my training efforts presented and debated by the academic community became the culmination of this process. Today, the effort of scientific dissemination has become a routine and pleasurable task, but I will always remember this first step with great pride.* (Manoel Joaquim Fernandes de Barros, Grenoble École de Management, Universidade de Salvador)

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