

REVIEWER SPOTLIGHT: *Mark A. Grimes*

One of the most essential, and thankless, roles in academia is reviewing. Quality reviewing is seldom rewarded, requires significant time commitment, and most importantly, serves as the threshold of quality publications...without quality reviewers, journals have no quality! As *QRBD* enters its second decade, a new element will be to highlight someone from the reviewer team who made significant contributions to the quality of the current issue.

For Volume 10, Issue 1, we say thank you to Mark A. Grimes, a Professor of Management and Human Resources in the AACSB-accredited College of Business and Computing at Georgia Southwestern State University where he teaches at both the undergraduate and graduate levels. He has worked in management, human resources, and training and development for two hospitals and as payroll processor. He earned his BA in Religion from Samford University, his MBA in Management from Kennesaw State University, and his DBA in Management from Argosy University. He lives in Americus, GA, with his wife and the youngest of their five children.

How did you get involved with *QRBD*?

I first learned about *QRBD* when I partnered with a colleague to submit a manuscript for consideration, and we had a really good experience with the overall process. Since that initial submission, I have partnered with colleagues for other publications. During the COVID aftermath, I partnered with two colleagues to present a paper virtually at my first experience with IABD, and then presented another paper at this past conference. It is a great conference!

Why do you consider the role of reviewing to be important?

At heart, I am a businessperson first and became an academic later in life, so research and publishing has never been a strong point or an area of passion: I do it because I have to. My experience with publishing is that the review process is very long and it sometimes takes longer to get a paper reviewed than it did to write it. I believe the role of reviewing is important because, from experience, writers have put a lot of effort into producing a paper, and they want and deserve timely feedback, even if it is sometimes not too encouraging. If I can help to provide good feedback, that helps them and it also gives me ideas for further research.

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