

---

# Publisher's note

Team  
Performance  
Management: An  
International  
Journal

65

---

## #DefendResearch

Emerald Publishing is committed to the realization of a research and publishing environment built upon transparency, accessibility, and integrity. Accordingly, we have signed the [Declaration to #DefendResearch](#), which aligns with our core values and long-standing mission to contribute to positive change in research and society more broadly.

## Support for academic freedom

During this time of geopolitical instability, research and higher education face unprecedented challenges. In the United States, recent executive orders are disrupting research, education, and library programs, removing federally funded initiatives that support diversity, equity, and inclusion as well as green energy, climate, health, and other research domains. These measures have led to the termination of critical research grants and created uncertainty for researchers, faculty, librarians, and others who carry out and rely upon the benefits of research itself.

[#DefendResearch](#) takes a stand against the defunding and censorship of academic research, advocating for the free exchange of ideas and the safeguarding of scholarly work from undue restrictions. This resonates deeply with our commitments to support authors in disseminating their work without fear of suppression.

## Commitment to research integrity

We believe that global research collaboration represents the optimal route to alleviating the numerous challenges facing the world today. Research holds the key to impactful change for the benefit of society, from advancing health care and technology to fostering social justice and environmental sustainability. Publication of rigorous, peer-reviewed research supports and amplifies voices from every setting, ensuring that every editor, reviewer, and author feels valued and respected, and the resultant publications are trusted by millions of readers around the world. In this context, we also restate our commitments to:

- the highest standards of publication ethics; and
- supporting editorial teams, reviewers, authors, and the libraries who play a vital role in the dissemination of science, under the banners of academic independence and intellectual freedom.

We have championed the democratization of knowledge for well over 50 years and are privileged to have published research that has significantly advanced the understanding of societal issues, contributing for example to:

- systemic approaches to gender equity that have improved healthcare outcomes for women;
- the introduction of novel, inclusive education models that accommodate the diverse needs of all students, regardless of their backgrounds, abilities, or learning styles;
- studies on class segregation that have informed policies to reduce inequality and promote social cohesion;



Team Performance Management:  
An International Journal  
Vol. 31 No. 3/4, 2025  
pp. 65-66  
© Emerald Publishing Limited  
1352-7592  
DOI 10.1108/TPM-06-2025-117

- research on carbon capture and 3D printing that offer practical applications in reducing emissions and revolutionising manufacturing, making these technologies more accessible and equitable; and
- studies on cryptocurrencies and fintech innovations that help transform global finance and traditional banking, improving financial inclusion and accessibility for underserved communities.

The facilitation of rigorous research, real-world application, and impact underscores our approach: discoverable, impactful research that gives voices to diverse contributions.

**Emerald's call to the research and publishing community**

By standing together, the global community can successfully resist censorship, promote open dialogue, and ensure that academic freedom remains a cornerstone of scholarly communication. To quote Benjamin Franklin, one of the Founding Fathers of the United States, "An investment in knowledge pays the best interest." In this spirit, we invite all those who participate in and engage with research to join together in supporting [#DefendResearch](#).

Emerald Publishing  
April 2025