

September 1st, 2018 Christopher R. Dishop

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Dear Dr. Barney, East Lansing, MI 48824-1116

I am very pleased to submit this original article entitled, “Goal Sampling Theory,” to the *Academy of Management Review.* In this manuscript, I discuss the core elements of current goal choice theories, unpack their criticisms and weaknesses, and then present goal sampling theory (GST) and describe how it appeases these limitations. I make several unique contributions by doing so, but the largest is my explanation of a mathematical model that captures how goal sampling updates over time. This style of explanation is rare in our literature, but I present each element of the theory sequentially and then show how to respectively capture it in a mathematical model. I believe your readers will find it of great value given the increasing interest in dynamic and process phenomena over the past decade. Other contributions are described in the document.

My first and second choices of associate editors to oversee this paper include, respectively, Peter Kim and Robert E. Ployhart. Dr. Kim has published research on micro-level processes like trust, and I believe this paper would fall within his interests. Although Dr. Ployhart is interested in more macro-level phenomenon, he has several papers on process explanations and dynamics, and I believe he would find the contents of this paper of interest. Of course, I trust your judgement on the selection of an associate editor.

This paper contains original material, not submitted or in press elsewhere in any form. I have no conflicts of interest to disclose.

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Thank you very much for your consideration,

Christopher R. Dishop