



# Citation *of* Excellence

This is to certify that

***Greg A. Stevens and Kurt Swogger***

Have been recognized by the Emerald Management Reviews Independent Review Board as the authors of one of the top 50 management articles of 2009 for the paper:

***"Creating a Winning R&D Culture - I",  
Research Technology Management, Vol. 52 No. 1, 2009***

EMR extends its congratulations and international recognition of this outstanding contribution to the literature and body of knowledge.

A handwritten signature in black ink that reads 'David Pollitt'.

David Pollitt  
Editor  
Emerald Management Reviews

A handwritten signature in black ink that reads 'Deborah Spurgeon'.

Deborah Spurgeon  
Executive Editor  
Emerald Management Reviews

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Greg Stevens  
WinOvations, Inc. (Suite 1200)  
4850 Rivers Edge Drive  
Mt. Pleasant  
MI 48858  
USA



Dear Mr Stevens,

I am writing to inform you that your article "Creating a Winning R&D Culture - I", published in *Research Technology Management*, Volume 52, Issue 1, has been selected as one of the top fifty articles in Emerald Management Reviews for 2009.

Emerald Management Reviews (formerly Anbar) was established in 1961 and was the first management 'abstracting' database in the UK. Today Emerald Management Reviews features the world's top 400 management publications and is still the only service of its kind to include independent reviews of articles, written by subject experts.

All the 400 titles which feature on our Accredited Journal List have already been independently judged to be the best by an esteemed panel of some of the world's top names in management (e.g. Professor Philip Kotler, Professor Cary Cooper and Joseph B. Pine II).

Each year, however, just 50 of the 15,000 papers assessed are singled out by the independent review team for a special Citation of Excellence Award.

Each of the independent reviewers in the Emerald Management Reviews team has a portfolio of journals carefully matched to his or her area of expertise. Articles from the publications on the coverage list are reviewed and compared by the reviewers for a whole calendar year.

Inclusion in the Emerald Management Reviews database is, in itself, an accolade for authors, whilst a Citation of Excellence is the highest tribute we bestow. More information about the Citations of Excellence, including the complete list of winners from 2009, can be found at: <http://info.emeraldinsight.com/products/reviews/awards.htm>

Included with this letter is your Citation of Excellence certificate. You are also entitled to download the Citation of Excellence logo from our website and use it on other documents or personal homepages. Please feel free to contact me if you need further advice on this or have any other questions, such as how to link back to your online review.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'DB' followed by a flourish.

Devon Blake  
External Relations Executive  
[dBlake@emeraldinsight.com](mailto:dBlake@emeraldinsight.com)



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