ABSTRACT: Structural equation modeling (SEM) serves as one of the most important advances in the social sciences in the past 40 years. Through a combination of factor analysis and path analysis, SEM allows organizational researchers to test causal models while accounting for random and non-random measurement error. SEM is now one of the most commonly used analytic techniques, but despite general convergence on best practices within the methods community, there is still significant variation amongst substantive researcher when testing and reporting SEM. Through a review and reanalysis of 14 years of studies using SEM in leading management journals, I will highlight the areas of greatest progress and the areas in greatest need of improvement.