Engaging Early Career Researchers

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ECRs and Research Publishing

• What are the challenges ECRs are facing?

• How can journals boost engagement with this group and serve their needs?
What do Early Career Researchers care about?

- Visibility - Recognition for peer review and opportunity to influence editorial policy
- Transparency – Gaining insight into the editorial process and decisions
- Research – Getting published and honing skills in research design, reporting, and scientific writing
- Other challenges in research and publishing
Engaging ECRs - Case Studies

Researchers and Authors
Peer Reviewers
Editorial Board Members
**ECRs as Researchers and Authors: Improving visibility and giving them a voice**

"Digest" articles can help ECRs be more visible and give them an opportunity to share their thoughts on other research in the field

- Written by volunteer trainees about other papers published in the journal
- Explain why the science is exciting to nonspecialists within the larger discipline
- Edited by an author of the article described and a journal editor to ensure scientific accuracy and readability
- Early findings indicate higher citations for articles co-published with Digest articles
ECRs as Researchers and Authors: Help them to do better research and get published

Registered Reports are designed to minimize bias while emphasizing the quality of the study design and methodology

Stage 1 submissions are evaluated on:

- Significance of the research question (for some journals)
- Logic, rationale and plausibility of the proposed hypotheses
- Rigor and clarity/reproducibility of the proposed methodology and statistical analyses

In Principle Acceptance (IPA) guarantees publication of the final manuscript if the approved research protocol is executed as proposed and appropriate conclusions are drawn (confirmed by Stage 2 Peer Review).
ECRs as Researchers and Authors: Help them to do better research and get published

Registered Reports are offered by 40 Wiley journals with more on the way

✓ Allows for a more inclusive approach to publishing, helping ECRs get published, gain recognition, and advance in their careers

✓ Rewards best practices in adhering to the scientific method

✓ ECRs benefit from peer review earlier in the research cycle, focused on quality of design and methodology, helping them to publish more rigorous and reproducible research, independent of the final results

✓ Helps to eliminate questionable research practices, including low statistical power, selective reporting of results, and publication bias, and others
Level 1

- Allow reviewer to indicate whether a junior colleague helped conduct the review in the reviewer scoresheet
- Text box for naming colleague

Key Principles

- **Transparency**: Disclosing junior colleague involvement
ECRs as Peer Reviewers – Identifying and elevating Co-reviewer

Level 2

• Guidance included in reviewer invitation letter
• Disclose name of co-reviewer, but maintain blind process
• Option to decline and suggest student, postdoc, or junior colleague complete review independently

Key Principles

• Transparency: Disclosing junior colleague’s involvement; Built-in system for identifying self as mentor
• Training: Mechanism for elevating co-reviewer once they are ready.
ECRs as Peer Reviewers – Audit trail of Mentorship

Level 3

• Dedicated peer review mentoring information page on journal website
• Invited reviewer declines, requests mentee is invited in their place
• Mentee must indicate they were mentored and who the mentor was in report

Key Principles

• **Transparency**: Clear audit trail of junior colleague involvement, both sign reviewer report.
• **Training**: Open peer review ensures training accountability.
Three Levels of Co-Reviewing

Level 1:
• Allow reviewer to indicate whether a junior colleague helped conduct the review in the reviewer scoresheet.
• Text box for naming colleague

Level 2:
• Guidance included in reviewer invitation letter
• Disclose name of co-reviewer, but maintain blind process
• Option to decline and suggest student, postdoc, or junior colleague complete review independently

Level 3:
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ECRs as Editorial Board Members

Junior Editorial Board

New tier of board comprising PhD students and postdocs, all either having a PhD or at least five publications.

Recommended by Editorial Board Member or invited as recent winner of Best Student Presentation prize. Candidates applied with CV and letter.

Each JEB member is paired with a mentee based on area of expertise and conducts review outside of EEO in collaborative manner. After three to five reviews together, JEB Member is included in EEO.

As board members, JEBs...

• Responsible for commissioning papers
• Encouraged to network and promote the journal
• Listed on masthead and website
• Receive a welcome package
<table>
<thead>
<tr>
<th>Key principles</th>
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<tr>
<td><strong>Transparency</strong></td>
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<tr>
<td>• Disclosing junior colleague involvement</td>
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<td>• Identification of mentor</td>
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<td>• Audit trail of junior colleague involvement/mentorship</td>
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<td><strong>Training</strong></td>
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<tr>
<td>• Systematic accountability in mentorship</td>
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<td>• Mechanisms for elevating co-reviewer once they are ready</td>
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<td>• Additional editorial exposure through board membership</td>
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<td><strong>Visibility</strong></td>
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<td>• Publons</td>
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<td>• Identifying ECR in EEO allows inclusion in an annual list of reviewers</td>
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<td>• Offering certificate for completed reviews</td>
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<td>• Formal recognition on the Editorial Board</td>
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Small Group Discussions

Digging deeper into the approaches presented
Each group will discuss one of the strategic approaches presented today:

- Special article types: Registered Reports and Digest Articles
- ECR peer review mentorship and attribution mechanisms
- Junior editorial boards

With the following questions in mind:

- How can this approach be leveraged to further benefit ECRs based on what you heard from them in the roundtable discussions?
- What concerns do you have and how might one address them?
Special article types: Registered Reports and Digest Articles

• Challenges raised around bandwidth of editorial staff to handle review of additional article types and around weight of credit given to ECRs by their institutions for publishing these. However, it was also acknowledged that neither were prohibitive to adoption of these practices.

• For Registered Reports specifically, there were concerns about having to wait for peer review of a study design before implementation for clinical research and other studies that were dependent on ability to enroll subjects or gain access to data during a limited time window so cost-benefit ratio would vary by discipline.

• However, all agreed that both article types help ECRs with visibility and to improve their research and scientific writing skills and that Registered Reports provide the community with a more comprehensive view of the data by allowing for null or negative results to be published while combating bias in reporting and analyses.
ECR peer review mentorship and attribution

• In the ECR Roundtable event, ECRs expressed uncertainty about how to become a peer reviewer, how to properly communicate with editors as a reviewer, and a desire to receive feedback on the quality of their review and how it impacted the final decision. Mentoring programs can address these concerns and facilitate meaningful engagement.

• **Benefits to ECRs** - Build experience and gain exposure to new topics; receive credit and acknowledgement for their work; have an opportunity to learn what makes good and bad papers and thereby improve their own writing

• **Benefits to journal/editors** - Grow and improve the reviewer pool and quality of reviews; nurture development and loyalty of next generation of researchers; help ECRs learn what good papers look like and thereby increase the quality of their submissions

• **Other opportunities** - Provide materials/guides for performing peer review for use at journal clubs and organizing/participating in reviewer training events at conferences
Breakout Session – Discussion Highlights

Junior Editorial Boards

• This approach garnered the most interest from workshop participants and multiple journals are now considering starting junior editorial boards for their journals.

• Acknowledged benefits include not only increased visibility for ECRs through recognition on the board, but also for the journal to take a more active role in helping to groom the next generation of editors and reviewers for the journal.

• Attention was drawn to the need for established guidelines to ensure that junior board members were safeguarded against exploitation and that board members and journal editors alike had a manageable workload.
Wrap-up

Open discussion

Review of additional resources (see appendix)
Appendix

Suggested reading about ECRs and research publishing

Wiley resources available to you and the ECRs in your research community
Suggested Reading about Early Career Researchers and Journal Publishing

CIBER Research report on ECRs

https://doi.org/10.31219/osf.io/uy8hn

https://doi.org/10.6084/m9.figshare.7856780.v2

“The Creation of a Junior Editorial Board: Generating Opportunities for ECRs While Revitalizing a Journal”

“Editors’ Learnings from Early Career Researchers (ECRs)”
Additional Resources @ www.authorservices.wiley.com

Preparing the research article

**Wiley Editing Services**
Expert help to ensure your paper is ready for submission

**Wiley Researcher Academy**
Helping young researchers to develop their understanding of the publishing process

**Wiley Author Services Channel**
Expert webinars on a broad range of publishing topics

**Wiley Author Blog Series**
Sharing publishing ideas, experiences, and best practices

**Authoring tools**
Helping to simplify the writing process using online or collaborative authoring tools

**@WileyResearcher Twitter**
Our community for authors, researchers, reviewers, and editors

**Publisher Workshops**
Live sessions to aid researchers at the start of their careers
**Peer review support**

**Wiley Reviewer Academy**
Helping young researchers to develop their skills around peer review

**Reviewer Resource Center**
A new online platform to engage and support reviewers

**Registered Reports**
Pre-registration and review of methods and analyses pre-research

**Peer Review Week**
A celebration of all things peer review

**Mentorship Program Toolkit**
Guiding early career researchers through the peer review process

**Publons**
Partnering to provide reviewers with official recognition for their peer review contributions

**Wiley Peer Reviewer Study**
Exploring reviewer motivations, workload, rewards, and training needs

Additional Resources @ www.authorservices.wiley.com
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Post-publication services and promotion

Kudos
Partnering to help authors achieve greater research impact

Self-Promotional Author Toolkit
Tools to help authors maximize impact for their published work

Journal Cover Images
Allowing authors to showcase their work in a new, creative way

Video Abstract Service
Making research dynamic and accessible to a broad audience

Social Media Blog Posts
Helping authors to use social media to promote their articles

Journal Metrics Blog Posts
Helping authors to understand their research impact

Altmetric
Measuring the broader impact of your published work

Research4Life
Closing the digital divide in the developing world
Thank you!

Reach out to your Journal Publishing Manager to discuss your ideas around ECR engagement or for more information about available resources.

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Serena Tan, PhD  
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