

Engaging Early Career Researchers

Wiley Editor Symposium – Hoboken March 2019

Joshua Tufts - Editorial Management

Serena Tan, PhD - Publishing Development

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



EVOLUTION
INTERNATIONAL JOURNAL OF ORGANIC EVOLUTION

SSE
SOCIETY for the STUDY of EVOLUTION

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Available Articles

The following articles (Original Articles and Brief Communications) have been accepted for publication in *Evolution* and are available for digests. New articles are posted every few days. To submit a digest about one of the following articles, follow the writing instructions and submission instructions by the due date listed.

Digests will be considered on a first-come, first-served basis, meaning that if two Digests arrive on the same day, we may have to decline one. Only one digest will be published for each article. Articles for which a digest has already

TITLE	KEYWORDS	VIEW	DIGEST DUE DATE
Rapid loss of self-incompatibility in experimental populations of the perennial outcrossing plant <i>Linaria cavanillesii</i>	fruit set, mating system, outcrossing rate, paternity, pollen discounting, pollinator, reproductive assurance, seed set, selection experiment, selfing rate	PDF	March 31
Leaf shape and size tracks habitat transitions across forest-grassland boundaries in the grass family (Poaceae)	Anatomical evolution, ecotone, geometric morphometrics, grasslands, macroecology	PDF	March 31
Different mechanisms drive the maintenance of polymorphism at loci subject to strong versus weak fluctuating selection	Balancing selection, eco-evolutionary dynamics, polygenic adaptation, rapid adaptation	PDF	March 31
The costs and benefits of multicellular group formation in algae	Chlorella, cooperation, major evolutionary transitions, multicellularity, predation	PDF	March 31

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

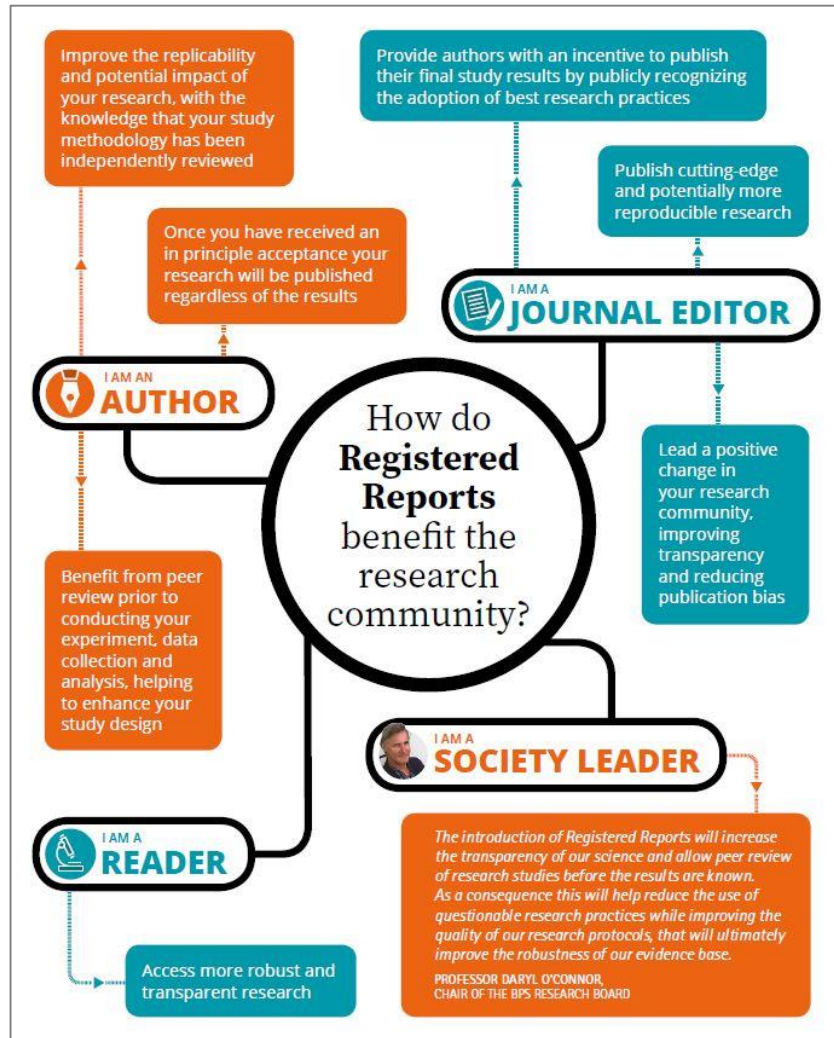


Stage 1 submissions are evaluated on:

- 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

If you conducted this interview with a junior colleague, please enter the name of your colleague in this box (otherwise please leave the box empty), so we can ensure both of you will be credited in the Journal's list of reviewers published each year.

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.

please try your best to complete your review within 14 days of your acceptance, however should you need more time, please let me know. Please click the appropriate link at the bottom of the page to automatically register your reply to this request with our online manuscript submission and review system.

If you would like, we also invite you to JOINTLY review this paper with a member of your research group (advanced PhD student, postdoc, or junior colleague), but if you do so, please let us know the name of the group member and stress to that person that all content of the manuscript is to be kept confidential. If you choose this option, you should be actively contributing to, and will be ultimately responsible for, the final review. Alternatively, if you think a member of your research group would be competent to review this manuscript independently on their own, you can decline to review and enter the name of the group member as an alternative.

If you accept my invitation to review this manuscript, you will be notified via email about how to access ScholarOne Manuscripts, our online manuscript submission and review system. You will then have access to the manuscript and reviewer instructions in your Reviewer Center.

This journal may refer good quality papers that are judged unsuitable for Evolution to the open access journal, Ecology and Evolution. If the authors choose to pursue this option, their submission along with

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

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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

JUNIOR EDITORIAL BOARD

Vania Regina de Assis, University of Sao Paulo, Brazil
Daniel Becker, Montana State University, USA
Amanda Wilson Carter, University of Tennessee, USA
Lauren Chaby, University of Michigan, USA
Yvonne Dzal, University of Winnipeg, Canada
Camilo Escallón, Universidad de La Salle, Bogotá, Colombia
Amanda K. Powers, Harvard Medical School, USA
Kristin Stover, UC Irvine, USA
Bao-jun Sun, Chinese Academy of Sciences, China
Arianna Tamvacakis, Georgia State University, USA

JEZ-A ECOLOGICAL AND INTEGRATIVE PHYSIOLOGY

Key principles

Transparency

- Disclosing junior colleague involvement
- Identification of mentor
- Audit trail of junior colleague involvement/mentorship

Training

- Systematic accountability in mentorship
- Mechanisms for elevating co-reviewer once they are ready
- Additional editorial exposure through board membership

Visibility

- Publons
- Identifying ECR in EEO allows inclusion in an annual list of reviewers
- Offering certificate for completed reviews
- Formal recognition on the Editorial Board

Small Group Discussions

Digging deeper into the approaches presented

Breakout Session - Format

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?

Breakout Session – Discussion Highlights

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.

Breakout Session – Discussion Highlights

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

http://ciber-research.eu/download/20181218-Harbingers3_Final_Report-Nov2018.pdf

“Early Career Researchers Want New Directions in Research Publishing: Recommendations from a Facilitated Discussion Between Early Career Researchers and Publishers.” OSF Preprints, 24 Jan. 2019. Web.

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

Bankston, Adriana (2019); BMTS US 2019 Adriana_Bankston Future of Research.pptx. The Center for Biomedical Research Transparency. Presentation.

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

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

<https://www.wiley.com/network/joumaeditors/the-journal-community-authors-reviewers-editorial-boards/junior-ed-board>

“Editors’ Learnings from Early Career Researchers (ECRs)”

<https://www.wiley.com/network/joumaeditors/the-journal-community-authors-reviewers-editorial-boards/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



Additional Resources @ www.authorservices.wiley.com

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

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.



Joshua Tufts
Editorial Management

Serena Tan, PhD
Publishing Development