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The ISMTE Awards and Scholarships Committee is pleased to announce the following 2019 award winners.

2019 Award for Achievement or Innovation
Brook Simpson
Managing Editor and Journals Social Media Manager
American Gastroenterological Association

The ISMTE Award for Achievement or Innovation recognizes members who proactively suggest and implement innovative solutions to achieve organizational objectives. Ideal candidates will have taken on a challenging assignment(s) beyond the scope of their role in order to implement positive change. Through this exploration and innovation, they will have pushed the boundaries of their role and expanded the definition of what it means to be a professional managing or technical editor.

2019 Early Career Award
Brittany Krysinski
Editor, Writer

The ISMTE Early Career Award recognizes the achievements of members who are in the early stages of their career with roles in scholarly publishing for five or fewer years. Candidates will have demonstrated excellence through a high degree of initiative and a strong commitment to learning and growth in their early roles.

2019 Ira Salkin Scholarship
Christy Collins
Managing Editor
Routledge/Taylor & Francis

The ISMTE Ira Salkin Scholarship award winner is selected based on essays received on the topic: “How can editorial offices create proactive policies that make handling publication ethics matters smoother?” The award is named for Ira Salkin, one of the founding fathers of ISMTE who sadly passed away in 2016. His goal was to ensure editorial office professionals are educated and vigilant in matters of publishing ethics.

Congratulations to all of the 2019 ISMTE Award and Scholarship winners!

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Peer Review Week Celebrates 5th Year!
Mark your calendars for Peer Review Week 2019, taking place September 16-20. A global event celebrating the essential role peer review plays in maintaining scientific quality, Peer Review Week is committed to sharing the central message that good peer review, in whatever form, is critical to scholarly communications. This year’s theme is "Quality in Peer Review," and new resources, events, and activities are being organized.

We want to hear from you.
If your journal or organization is planning an activity related to Peer Review Week, please let us know! Information about events and activities during the Week are collected and updated regularly on the Peer Review Week website. Simply email the details (type of activity, description, date, registration details, and contact information) to peerreviewweek@outlook.com by September 12, 2019, with the subject line "Peer Review Week." Join the conversation on Twitter (@PeerRevWeek) and follow #PeerRevWk19 and #QualityInPeerReview for regular news and updates.
That feeling I had when I first looked up at the huge monument of Martin Luther King Jr. in Washington, DC (Figure 1)—that feeling of being small, in the presence of greatness, and likely never able to measure up—was the same feeling I had stepping into the role of ISMTE President in January 2014. I was the poster child for a potential ISMTE member in 2008: an amateur, isolated, developing every process and policy from scratch with no knowledge, resources, or prior experience.¹ All I had going for me was a burning desire to learn more and do my job better.

Early Days

In the summer of 2006, I heard Jason Roberts and Irene Hames speak at a Blackwell Publishing meeting for editors, and I sat in awe looking up at them on the podium, seeming to be looking down at me from a height similar to Martin Luther King’s in his white marble monument and dropping pearl after pearl of managing editor wisdom from their mouths. I was immediately as addicted to learning more from them as I am to a constant supply of M&Ms (see Glenn’s article from last month).² Two things allowed me that opportunity: Irene’s book was published in 2007, and I couldn’t get a copy fast enough, and Jason put out a call for managing editors interested in starting a professional society in the Blackwell spring 2007 newsletter. I quickly responded and was invited to join the group that would become the founding Board of Directors of ISMTE (Figure 2).

Having the opportunity to sit on the ISMTE Board and also launch EON (thank you, Taylor Bowen for the name!), as the founding Editor, provided a steady stream of learning opportunities for me (Figure 3). As I recruited and edited all of EON’s content, I learned from it. As I met new people on the Board, at the annual meetings, and through collaboration for the work of the Society, I learned from them. I was able to convince a number of smart, talented people to help with the work of publishing EON monthly in those first two years (Ira Salkin, Deborah Bowman, Susan Scalia, Emily Mueller, Sirkka-Liisa Leinonen, Kim Sankey, Jan McColm, and Lindsey Brounstein—apologies to anyone I have left off this list!), and they also taught me more about improving my skills as a managing editor. Deborah Bowman, who succeeded me as Editor, and those who succeeded her, continued to take EON to successively greater heights; it is probably the best benefit that members gain through ISMTE membership.
No matter what level you are or role you play in the editorial office, you will learn something each month by reading EON.

I learned a great deal between 2007 and 2011, and I was honored to be elected to the position of President-Elect for the 2012-2013 term. I recognized the responsibility I would be taking on, and I worked hard to learn more about leadership and governance, just as Elizabeth Blalock mentioned doing in her article in this series to prepare for her term as President. I developed a list of goals to accomplish during my term and, like Elizabeth, reached out to my colleagues for help, knowing from the experience of serving on the Board for several years that pooling the strengths of many would allow the Society to accomplish far more than relying solely on one person. ISMTE was and is governed through collaboration, strategically making use of each person’s strengths, as needed (Figure 4).

2014-2015

I firmly believe that each member of ISMTE brings something to our society that can benefit others. In my inaugural article, “ISMTE and You” (published in the February 2014 issue of EON), I wrote that the unique knowledge and perspectives of ISMTE members inspire new resources to be created that benefit all of us and the wider industry. Our unique career paths that brought us to our editorial offices have resulted in a broad spectrum of knowledge and skills that can be applied to our daily work. Just like the content in the journals we serve, sharing how we developed a process or policy allows the next person to take it a step further. We build our knowledge base together and accomplish more, and more quickly, than if we continue to work in isolation. Toward that end, I laid out my two-year focus on committees, marketing, partnerships, and value, encouraging ISMTE members to volunteer, participate, and benefit from the work of the society—both the “working” and the results of the work.

In the late summer of 2014, at the ISMTE Board of Directors meeting, we had a strategic planning session on the agenda. We had hired Apex Management to support the Society, beginning in January 2014, and I remember that one of the things that made Apex stand out from the other companies we interviewed was their experience with strategic planning. ISMTE benefitted from this when Kimberly LaBounty, our Executive Director, challenged the Board during the 2014 strategic planning session to set the goals without consideration for how or whether they could be met. This goes completely against my natural inclination—as soon as anyone mentions a goal to me, I am immediately off into the weeds of the Practical Meadow, figuring out how to meet that goal and often quickly rejecting the goals because I can’t see how they can be met. Kimberly’s challenge struck me and is one of those moments I will never forget. The Board had been discussing the need for a meeting in Asia for a couple of years, but a lack of money, volunteers in the area, and knowledge of how to plan a meeting in that part of the world always stalled the discussion. As a result of Kimberly’s challenge, we left that strategic planning meeting with goals for three meetings on three continents within three years (which was accomplished, with thanks to Jenn Deyton, Chair, and the Asian Meeting Program Committee); expanding the number of local groups; and expanding the access to EON by making it fully searchable, joining Crossref and including DOIs on published content, and providing a Chinese translation of one article in each issue and pay-per-view options for non members (thanks to Sheridan and Editage). Through the visioning process, we were able to shed the heavy cloak of “how” and freely consider “what” and “why.” The Board embraced being allowed to dream and consider many possible goals that would benefit the Society, and then later we sat down and figured out how to accomplish them. I wish I could say that I brought that experience fully forward in my life; alas, I have slipped back to my natural inclinations, but...
the vision the Board developed that day moved the Society forward in many areas, increasing the number and strength of ISMTE’s committees, broadening the partnerships we have with other organizations in the industry, improving our marketing to potential members, and enhancing the value that each member receives by belonging to this important Society.

What’s Next?

It was hard when it came time to step away from a role on the ISMTE Board of Directors. Getting some free time back was awesome, but I missed the close connection of working with like-minded people. There were no longer regular opportunities to think beyond my own office and journals to the wider industry and all that can be learned from that vantage point. I missed the opportunity to give back on the scale I had become used to. Serving in the role of President is gratifying, humbling, scary, and amazing by turns. I know I learned so much and enhanced my skills as a managing editor and as a leader; gave a lot of time, energy, and passion; and benefitted from new ideas and relationships. If you are sitting out on the fringe, afraid you don’t have anything to offer, I tell you, you do, and I encourage you to get involved with ISMTE. Seize the opportunity for yourself and benefit others along the way by serving on one of the myriad ISMTE committees; if you’re already doing that, don’t be afraid to stretch yourself further and volunteer for a position on the Board. If you are not elected the first time, keep trying!

Why Volunteer?

If I haven’t yet convinced you to get involved or try something new with ISMTE, consider the future without it.

Our industry has been experiencing rapid change in the past 15 years, starting with online submission systems and looking ahead to open access, open peer review, and possibly the death of journals as we know them, as authors post their own work on something like preprint servers with peer review occurring after publication. Will there be a role for us in the future? As much as ISMTE has done to professionalize editorial office roles, showing how peer review and journal management benefit when managed by someone with knowledge and experience in the field, I see publishers pushing hybrid models where the front and back ends of the process are outsourced to production vendors who check papers in and prepare accepted papers for production. These processes may then be performed by people who are not provided with the education and experience to understand the importance or purpose of them, and separating these tasks from each other and placing them in different processes results in a bumpy road. The editorial office
professionals are then jumping into the middle of peer review, without the hands-on experience of checking a paper in, which results in not knowing where the technical weaknesses are that will need to be addressed before acceptance, and not having the opportunity to identify an ethical issue as early as possible—before it ignites and explodes. Peer review is a process—it requires a) starting with checking in a paper and accounting for whether it has ticked all the boxes and is ready for peer review, and also documenting if it has gaps that will need to be addressed before resubmission and possible publication; b) developing a relationship with the corresponding author; c) being alerted to possible ethical issues that are present or may arise; and d) being able to quickly answer an editor’s question about a paper because you have handled that paper and thus have knowledge of it. Pulling tasks away from editorial offices and placing them in the hands of people who have not worked their way up the ladder of peer-review management is a giant step backward in the process of professionalizing our roles, and it affects not only editorial office professionals, but also authors, reviewers, editors, and eventually societies and publishers. If knowledge of and experience with peer review are not valued, if editorial office professionals are not valued, they will be when they are no more; everyone in the industry will see an increase in ethical issues arising post-publication and a decrease in process and content quality. We need ISMTE to provide us with resources to improve our knowledge and opportunities to expand our experiences, and we also need ISMTE to advocate for the importance of hiring professionals to manage the policies and processes of peer review. Otherwise all of our important gains of the last 12 years will be lost.

References

Call for Submissions
Are you a fan of EON? Do you have an idea for an article, column, or special section? EON is currently accepting submissions for our 2019 issues. Contact our editorial office today for more information.
Publication Ethics and the Editorial Office: Creating Policies and Practices to Facilitate Handling Publication Ethics Matters

By Christy Collins, PhD
Open Access Portfolio Manager, Humanities & Social Sciences
Routledge/Taylor & Francis

Editors’ Note: Christy Collins is the winner of the 2019 ISMTE Ira Salkin Scholarship. Below is her winning essay on the topic, “How can editorial offices create proactive policies that make handling publication ethics matters smoother?”

Publishing has long been considered a “gentleman’s business,” an industry based on a strong sense of respect and trust between publishers and their content providers such as authors and editors. Even though the term now sounds anachronistic, the values it represents—of mutual respect and the assumption of goodwill—are surely values we wish to keep at the heart of our industry. Scholarly publishing, in particular, is built on the assumption of the good intentions of all its contributors; while it might be tempting, when faced with today’s publishing ethics complexities, to move away from the trust and assumption of integrity of all those involved in the system, it would surely benefit the industry as well as the community of scholars and researchers if we can continue to uphold integrity and the principles of good scholarship as the expected standard and continue to consider any violations as the exception rather than the rule.

We are in a period of unprecedented expansion in which research is being conducted. This has vastly increased the complexity of dealing with the submissions coming in to editorial offices. At the same time, all branches of publishing are seeing an increase in ethically questionable methods for constructing texts. Trade publishing, for example, is seeing unacknowledged ghost writers plagiarizing online texts and making only minor amendments in order to deliver ghost-written texts to self-publishing “authors” at dirt cheap prices. The proliferation of online texts, and especially self-published texts, provides ever-increasing opportunities for plagiarism.

In scholarly publishing, as Markovitch has observed, conflicts of interest are often at the heart of publication ethics concerns. This includes “individual friendships (and hostilities), national, political, or religious differences, or an apparently innocent desire to further the aims of a particular pressure group that the author or reviewer considers beneficial to society.”1 Further, Lippworth and Kerridge have observed that the power relations involved in the peer-review process are “complex and dynamic, and may have positive and negative features, and that even where power is experienced as controlling, restrictive, and illegitimate, it can also be resisted.”2 As a result, the complexities of any given matter may not be obvious when an ethical breach first comes to light. The power relations involved might be thought of not as simple and unidirectional in terms of “dominance of reviewers and editors over authors, but rather as a shifting ‘net’ of power relations.”3

The level of preparedness for dealing with ethical breaches can differ between disciplines and between editorial offices. For example, Jordan and Hill’s research4 found that journals in political science are not well prepared for the ethical challenges they may face, and that the development of ethical standards and practices in this field are not yet well developed. At the same time, Beddoes5 has called for a greater examination of the discursive politics of the peer-review process. Her work draws attention to the fact that certain views may be silenced or excluded by the
process and that interdisciplinary studies and papers from outside the main area treated by the journal, are especially apt to suffer from conflicting responses from reviewers, which may lead to their rejection even if the quality of the work is good.

Practical Steps
As the globalization of research gains strength, it can be difficult to maintain relationships with the new contributors to your journal, but proactively building and maintaining good relationships with contributors is the key to sourcing strong content as well as being able to deal with issues when they arise. Staying abreast of upcoming areas and new research institutes and study groups in your field is always helpful, but this can be difficult when the journal is broad or interdisciplinary in scope. As a result, it’s important to have an editorial board that represents a good spread of disciplinary expertise and geographical engagement. Staying engaged with your contributing community—whether in person or via an active editorial board—will increase the chances of receiving good-quality submissions across the scope of the journal’s interests and will help in dealing with concerns about that content when and if they arise.

Personable template messages set to send to contributors, clearly indicating who the editors of the journal are and how they can be contacted throughout the process, can also help with setting a tone that invites contributors to raise any concerns, should have them. True engagement with the community entails responsiveness to enquiries of all types, as initial enquiries can appear in different forms, and ethics concerns may not be raised on first contact when authors may be feeling out the editor or administrator before disclosing more information.

A good way to stay engaged, and thinking ahead of potential issues, is to be aware of industry standard ethical guidelines and, if applicable, the policies and procedures set out by your publisher. Publishers differ, to some extent, in how they prefer these matters are dealt with, but be sure to avail yourself of their expertise and support. They have dealt with a wide variety of ethical matters and have experience and resources to draw on: if you are partnered with an external publisher, you are not alone with this issue, and your publisher wants to support you in responding to these matters. If you have any concerns, get in contact with your primary contact at the publisher, and they will be able to assist you in how to move forward.

Other resources, such as those provided by COPE (the Committee on Publication Ethics), can help you and your team to stay abreast of best practices in dealing with publication ethics. COPE’s resources include case studies, workflows, and discussions of sample scenarios, all of which can be helpful in talking about ethical considerations in the editorial office and with editorial board members. Attending events and webinars run by your publisher or COPE, so that you are well informed about the publication ethics landscape, will ensure that you are alert to possible concerns and will build up your skill set before you face a serious breach or have an issue brought to your attention.

There are a number of tools available and emerging to help with identifying ethical breaches. For example, artificial intelligence (AI) is increasingly able to identify image manipulation, and the technology for this is developing all the time. Tools such as iThenticate (formerly CrossCheck) are useful in checking manuscripts for unacknowledged similarities to other published texts. iThenticate provides a useful check for submissions that can be built into your workflow. Like all such tools, these require an intelligent user in order to make them sufficiently nuanced tools that are useful in the peer-review workflow. It is important to treat the output of all such tools with caution and treat each text on a case-by-case basis.

Using a reputable submission system to manage the peer-review process, across all decision makers, and using it as consistently as reasonably possible, ensures good records are kept in case someone later needs to retrace the peer-review process and flag any anomalies. In addition, some simple additional checks can be put in place for administration staff or first-decision makers, such as checking that the various authors and their institutions actually exist. A simple Google search will establish this in most cases. While many journals no longer request suggested reviewers, if your journal still practices this, it is especially important to check the identities of all parties. Requesting a stable identifier for each individual, such as their ORCID identifier, can help protect the journal from fraudulent activity by ensuring you have on record the identity of all authors and reviewers. Confirmation emails that “bounce” may be a flag to investigate further, as fake email addresses are another possible hallmark of fraudulent papers.

Finally, it is worth bearing in mind that the primary goal of upholding the standards of the peer-review process and publication ethics is to ensure the integrity of the publishing record, to protect the public, and to uphold the ideals of the highest standards of research and the academy, rather than to shame individuals or discredit institutions. When facing a publishing ethics dilemma, it is wise to focus on the integrity of your journal and its content, rather than on taking a punitive stance or becoming involved in conflicts and differences.
of opinion that may flare up from time to time in the research community.

Together, publishers, authors, reviewers, and editorial teams ensure that the publishing record can be relied upon as a basis for future research as well as for supporting real-world applications such as policy and clinical decisions. This role is central to the raison d’être for the entire industry and something we can be proud to uphold and protect in our day-to-day work.

References

30th Annual SfEP Conference: Discount for ISMTE Members

The 30th annual SfEP conference will be held at Aston University in Birmingham, England, September 14-16, 2019. The SfEP is pleased to invite ISMTE members to join us at a special discounted rate.

The theme for this year’s conference is “In the beginning was the word.” As well as sessions on the core skills editorial professionals need to do their jobs effectively, the programme will also go back to basics, looking at the words we work with and where they come from. This will include sessions on linguistic bias, the use of English as a lingua franca by non-native speakers, how Hansard editors deal with the spoken word in the House of Lords, and a panel of writers discussing their experiences of being edited.

ISMTE members are eligible for a £50 discount (discount code: ismtebhmr19) on the resident non-member rate of £525, or a £20 discount (discount code: ismtebhmr19) on the non-resident non-member rate of £210 (per day). To book, go to https://www.sfep.org.uk/networking/conferences/ and follow the links to find the provisional programme, pre-booking information, and booking form.
Can Journals Play a Role in Educating Researchers?

By Meghan McDevitt
Managing Editor
The Journal of Pediatrics

Conferences provide a unique opportunity for journal editors to meet and engage with current or potential authors, answer questions about the peer-review process, and generally promote their journal. These sessions, whether formal workshops that are part of the conference proceedings or informal meet-and-greets, can be especially helpful for early career researchers. A wide variety of topics can be presented such as best practices for manuscript writing and submission, demystifying the peer-review process, and publication ethics.

For many years, editors of The Journal of Pediatrics have presented workshops at an annual conference, the Pediatric Academic Societies meeting. The workshops are part of the conference proceedings, and a proposal must be submitted for consideration each year. The two topics we’ve focused on are manuscript writing and publication ethics.

The manuscript writing workshop is presented by the editor-in-chief, managing editor, and a few associate editors. We try to give every associate editor an opportunity and rotate presenters each year. The presentation covers a range of topics including the editorial workflow and peer-review process, putting together a manuscript for submission, and publication ethics. In an effort to promote transparency and educate our authors and readers, the slides are available on our journal’s website.

The publication ethics workshop is a collaborative effort among the editors of The Journal of Pediatrics and several other leading pediatrics journals. This workshop is typically an in-depth look at ethical misconduct in academic publishing. The editors present real scenarios (anonymized) and lead case-based discussions that encourage audience interaction and participation. Recent cases have included conflict of interest concerns, authorship disputes, plagiarism, and predatory journals. Attendees have an opportunity to ask questions, letting them interact directly with journal editors.

Organizing a presentation or workshop might seem like adding one more thing to an already long list of tasks and responsibilities. Getting the editors involved and having them take the lead on certain aspects of the project can help spread the workload. The editors may even enjoy the opportunity; for example, several of our associate editors use our slide deck to present the manuscript writing workshop at their own institutions. Collaborating with other journal editors allows for a group effort approach, enhancing good will and camaraderie among journals that may be typically considered competing publications.

The editorial office plays a role as well because we are often the first to interact with authors hoping to submit a paper, fielding questions about manuscript length and formatting, journal requirements, and technical difficulties. Editorial office staff can help explain the “journey” a manuscript goes through once submitted. Communicating a journal’s requirements and workflow to potential authors may help the process seem less intimidating, especially for early career researchers. The questions attendees ask can also lead to thoughtful, and sometimes humorous, discussions. At one workshop, a participant asked if her paper was more likely to be accepted if their trial had a catchy acronym (e.g., CUPiD [Clamping the Umbilical Cord in Premature Deliveries]). The answer is no.

Every journal has unique (and sometimes complicated) processes and procedures, but we all share the same goal to publish sound science and ethical research. It is important to educate researchers, especially those at the beginning of their careers, to promote good habits. Sharing information and being transparent about our editorial and peer-review processes is critical. Journals and those working in the editorial office are well-placed to provide this type of education and outreach.
What do paper, wood, and diamonds have in common, you may ask? They are three examples of the materials for the gifts one should give on certain anniversaries (paper is for anniversary number one, wood is for number five, and diamonds are for year seventy-five.)

This list of gifts came to mind when, in 2007, we (the authors of this article) received an email from our then editor-in-chief of our flagship journal, Gastroenterology, reminding us that the following year the journal would turn 65. What did we think, he asked, about publishing a tribute to honor this anniversary?

We stared at that email for a long time. Our eyes were as big as yo-yos. We felt overwhelmed by the prospect of having to celebrate 65 years of research—how on earth could we accomplish such a feat, especially having only worked on the journal for less than a decade? While our hearts shouted “No, no, no! This is too big a task! We can’t do it!” our minds told us otherwise. Of course, we would think of a fitting way to commemorate the longevity of the premiere journal in the field. Of course, we would find a way to make it happen in under a year. And of course, we’d do it with fanfare.

After recovering from the initial shock of the request, we came around to appreciate the idea of celebrating this important milestone for Gastroenterology. Anniversaries are important—they are markers of commitment and longevity and are even more amazing in a world where constant change is the status quo.

According to an article in the Harvard Business Review, recognizing an anniversary serves important functions. For example, anniversaries:

- Evoke pride and unity, inspiring those who work on the project or at the company to reflect on why their work is important.
- Encourage recommitment to things that should never change—for example, a return to the project or company’s original vision, mission, and values.
- Offer the opportunity to think strategically about the future and how new innovations can reinvigorate the work you do.

In the context of celebrating a journal’s anniversary, it provides the opportunity to publicly recognize the astounding work and dedication of both the current and previous editors, authors, reviewers, and editorial staff who have contributed to its long-term success. Also, it can help cultivate a positive culture among the board of editors. In a 2015 Employee Recognition Report commissioned by the Society for Human Resource Management and Globoforce, recognizing the efforts of those who work on a project can positively affect how they feel about their work. Surely such recognition would be meaningful to the editors who work tirelessly (and sometimes without compensation) to review and disseminate the enormous output of the world’s researchers.

But celebrating a journal’s anniversary isn’t just about acknowledging an important milestone. It can accomplish several other goals, as well. For instance, it’s a perfect opportunity to drum up publicity for the journal, reminding readers why it’s an important publication in the field. If the anniversary includes a retrospective of past content, it can drive traffic to older articles and increase overall usage and...
citations of the journal’s content. In some cases, celebrating a journal’s anniversary could drive submissions if a special issue commemorating the anniversary requires a call for papers. Additionally, the fanfare and extra promotion of a journal’s anniversary reminds its society members why the journal is such a valuable benefit of their membership.

Since that fateful day in 2007, we have celebrated four anniversaries across two of our journals—each time different than the last. In the next few paragraphs we will share our efforts with the hope that we will inspire you to think about how to honor your journal the next time a major milestone rolls around.

For our first tribute (Figure 1), which we published in 2008, we decided to involve several of the past editors-in-chief of Gastroenterology. Although a significant undertaking, we thought this approach would engage the previous stewards of the journal and would highlight the advancements of the field through their eyes.

We asked each editor to select five enduring articles published during their tenure, summarize those articles, and then put each article into context, explaining how that piece of research shaped the landscape of gastroenterology and hepatology. Each set of articles was also accompanied by a brief introduction by the editor, providing an overview of the
field during the time of his term. To provide a visual element to the tribute, we included headshots of each editor. All told, of the 12 previous editors of the journal, we had eight contribute to the tribute.

Five years later, we decided once again to honor Gastroenterology. This time, we decided to commission a previous associate editor to write a comprehensive history of the journal. After months of research in our own library at AGA by the editorial staff and by the author at his institution (Harvard), he had enough content to write a 15-page essay broken into three chronological periods. Additionally, he gathered data from decades of annual reports and was able to convey submission, Impact Factor, readership, and acceptance trends. Never before had the entire history of Gastroenterology been documented, and this piece continues to serve today as an important reminder of the journal’s evolution through time.

Given the success of the two Gastroenterology anniversary tributes, in 2017 we decided to bring our clinically focused journal, Clinical Gastroenterology and Hepatology (CGH), into the fold and celebrate its 15-year milestone. In this instance, we decided to engage our authors in the process. After identifying five landmark articles published in its 15-year history, we asked the authors of those papers to write a summary of the articles, accompanied by a commentary on how their research topic and knowledge in the area had evolved since the article was published. We collected the articles, as well as the summaries and commentaries, in an online collection and distributed the collection to our society membership. Additionally, the current and past editors of CGH wrote a joint commentary, discussing their vision, focus, and achievements of their tenures.

Most recently, in 2018, we celebrated an anniversary for our journals—it was a big one: Gastroenterology turned 75. Knowing that we had to pull out all the stops for this monumental milestone, we developed a bold and time-intensive tribute that spanned the entire year and was highlighted at our annual meeting.

We branded this tribute the “Diamond Dozen” and asked 12 of our scientific council members at AGA to summarize the research published in Gastroenterology on a topic related to their area of expertise. We requested they use at least three original research articles or reviews published in the journals’ 75 years of history. To facilitate this enormous request, we provided each author with the top 100 cited articles in each topic area. We published one summary in each issue of the journal throughout 2018. As with the CGH tribute, we collected these commentaries in an online collection and distributed it to our membership.

Figure 2. Journal-branded Slinky commemorating the 75th anniversary of the launch of Gastroenterology (as well as this iconic toy).

Figure 3. Large wall display to commemorate Gastroenterology’s diamond anniversary at the annual meeting.

Figure 4. AGA Journals 75th anniversary wall display at the annual meeting.
As mentioned above, we decided to celebrate this diamond anniversary not just in the pages of the journal, but also at our annual meeting. In addition to special signage at the meeting, we also showcased a “lightbox,” which was a backlit poster featuring a “Happy Birthday to Gastroenterology” message. We also crafted a giant birthday card for meeting attendees to sign and gave away Slinkies (Figure 2) with the anniversary’s seal imprinted on the side (the Slinky was created in 1943, the same year Gastroenterology debuted). We also displayed a giant wall at the meeting showcasing Gastroenterology’s Impact Factor over the years (Figure 3). A video of select members of the AGA leadership singing happy birthday to Gastroenterology was developed and presented on video screens at the meeting. Finally, we had multiple screens playing interviews with the past editors of the journal, featuring their thoughts on how Gastroenterology has evolved over the years.

With every anniversary we celebrated, a key component was promoting the content we developed. We did that in a variety of ways, including email blasts, social media posts, articles in our society’s e-newsletter, announcements on our websites, and special marketing and communication campaigns. Also, for each tribute, we created a special anniversary “seal” (Figure 4) that we included on the journals’ cover and in other promotional content. It was important to us that we make our tributes as visible as possible to not only celebrate the milestone, but to also showcase the effort put into the content’s development by the boards of editors and staff.

We hope that you have found this article to be inspiring and that you feel called to celebrate your journal’s next major milestone.

**Call for Volunteers**

Looking for a way to get more involved with ISMTE? Two volunteer opportunities are now available.

**Join the ISMTE Industry Advisory Board (IAB).** ISMTE consults members of the IAB on industry concerns and how ISMTE can best serve its members. The IAB meets quarterly by phone. ISMTE members who work with a vendor or commercial publisher would provide valuable input. If you are interested, please contact Tony Alves at talves@ariessys.com.

**Join the Asian-Pacific Meeting Planning Committee.** The committee is looking for 2 to 3 new members to help plan next March’s meeting (March 2-3, Melbourne, Australia). The commitment would be one to two calls a month and time working on sessions, inviting speakers, etc. between scheduled calls. Please contact Julie Nash (julie@jjeditorial.com) or Tony Alves (talves@ariessys.com) to join.

If neither of these specific volunteer opportunities interest you, but you do wish to volunteer, please let me know (Alethea Gerding, agerding@prosthodontics.org), and I will help you find the right opportunity.
Committee Update:

Setting the Standard, Charting the Course, and Equipping Our Members: A Look at ISMTE’s Professional Development Committee

By Elizabeth Blalock, Lia Curtin, Patricia Pantos, Hannah Wakley, and Michael Willis

Who Are We?

Professional development for our members is at the core of ISMTE. The **raison d’être** for some, if not all, of our committees is to help our members develop their knowledge and skills to become more professional in their day-to-day work. Until 2018, several different committees were forging their own independent paths in this endeavour. That year we formed the ‘umbrella’ Professional Development Committee to foster greater coordination and collaboration between those committees. The Professional Development Committee members comprise the respective chairs of the Education & Standards Committee, the Webinar Committee, the Website Committee, and the Workshop Committee. Michael Willis is the current Chair and liaison to the Board.

The Committee meets several times a year for updates on the activities of each of the constituent committees and to discuss opportunities for collaboration across the committees. The Committee itself is therefore a little unusual in that it does not have a life of its own and does not run its own programme of activities. It has, however, adopted its own value proposition, originally created by the Webinar Committee: “To help members become aware of and understand important developments and trends in scholarly publishing and provide real-world applications for the editorial office.” To give readers a sense of the Committee’s undertakings, in this article we have allowed the Chairs and members of two the constituent committees the opportunity to speak for themselves about their work.

The Education & Standards Committee

This started out as two separate entities tasked with providing resources for editorial office staff development. The Standards Committee was responsible for determining what standards apply to which level along the editorial office career path, and the Education Committee was responsible for providing resources to help people meet the standards. The ISMTE Board recognised, however, that there was such a close connection between the two committees that, when the co-Chairs of the Standards Committee stepped down at the end of 2018, it was deemed to be a good time to merge the two groups. Hannah Wakley, Chair of the former Education Committee, and Tricia Pantos, a member of the former Standards Committee, now act as co-Chairs of the newly created group.

The first task for the Education & Standards Committee was to create a draft Professional Standards document, completed by the end of April 2019. The Standards document breaks down the knowledge level of editorial office staff into three levels: **Essential**, **Intermediate**, and **Experienced**. These levels will serve as a guide for both editorial management and staff to gauge skill level and help with employee promotion. With the Standards document now out for comment from the greater ISMTE membership, the Education & Standards Committee has turned its attention to the educational resources side of its mission. The group has been busy both auditing the current Education ISMTE documents and also creating new ones. Tricia comments: “As co-Chair of this group, I have been impressed with how hard-working all of the members have been. There was a great amount of input to create the Standards document, and I learned a lot about how publishers of different sizes and disciplines organise their staff. The group is still working hard to update and create the education resources. This has been a great opportunity for me to think about the documentation my own publishing office has available and reflect on what we do. I’ve also really enjoyed working with other editorial office staff from around the world. It has been great getting to know how other publishers operate.”
**UPDATE**

Hannah: “I’d echo everything Tricia says about how interesting it can be to work with editorial office staff from other organisations and countries. Being part of an ISMTE committee provides a real opportunity to escape the bubble of your own journals. It has also given me confidence that I have knowledge and experience that is useful to share with other people in this profession.”

The newest member of the Education & Standards Committee is Lia Curtin, who joined in March 2019 having been working as an Editorial Assistant at Wiley since July 2018. Lia writes: “As a new starter in academic publishing, I found the ISMTE website and resources to be an invaluable source of information about advancing my professional growth, streamlining editorial office practices, and developing new ideas and strategies for my journals. In the few months since I joined the Committee, I have already collaborated with our international team on drafting professional standards definitions, auditing existing resources, and considering the creation of the next items which would benefit our community. I was excited to provide a new starter’s perspective to the team and to help to improve on the resources which were so helpful for my own development. The Committee brings together international voices from a variety of publishers and companies, all of different positions and experience levels, to create universally useful resources. I have greatly enjoyed the opportunity to collaborate with international members of the publishing community and have learned a lot from our varied discussions and Committee meetings. ISMTE resources continue to be an essential tool for improving my everyday work, and I am grateful for the insider’s view on the important work done by the Committee.”

**The Webinar Committee**

In 2019, the Webinar Committee, comprising Elizabeth Blalock (Chair), Phaedra Cress, Deborah Meyer, and Pierre Montagano, initiated ISMTE’s foray into webinar offerings. Elizabeth writes: “In addition to providing opportunities for ISMTE members to present in these webinars and to learn from several brief presentations, we are sure to work in time for Q&A so that participants’ individual needs might be addressed during these webinars. We are seeking to strike a balance between free offerings for our community and paid offerings that might have a wider appeal and help support the cost of the free offerings. As always, our goal is to provide practical applications that attendees can apply to their daily responsibilities. So far, we have held two webinars: In January, Alethea Gerding, Jason Roberts, and Kurt Spurlock presented ‘Demystifying the Poster Process,’ with the intent of encouraging ISMTE members to submit posters to the upcoming meeting. Based on the helpful presentations, participant queries, and attendance (over 30 participants), this initial webinar met our criteria for success. The second webinar, ‘Plagiarism Detection & Interpreting iThenticate Reports,’ presented by Ben Hogan, Max Muenke, and Stephanie Stocks, was based on the highly successful workshop on the same topic presented at the 2018 annual meeting.”

Two further webinars are planned for 2019: in September one entitled ‘Quality in Peer Review’ will coincide with Peer Review Week, and one is planned for November, entitled ‘Social Media: It’s Not Old News!’ in which creative uses of social media for journals marketing will be presented by Bob Sumner and Dan Poindexter.

**Into the Future**

The activities of the Professional Development Committee will naturally be successful only if they help you, our members, to develop in your career and everyday work. All constituent committees, therefore, gladly welcome suggestions for future activities such as topics for the Webinar Committee’s 2020 offerings or future educational resources. New members are also encouraged to join the Committee and, in Elizabeth Blalock’s words, “help put together these dynamic offerings for our community.”

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www.ISMTE.org
Call for Candidates for the ISMTE Board of Directors Election of 2019

The International Society for Managing and Technical Editors (ISMTE) Board of Directors supervises and controls the business, property, and affairs of the Society. It is composed of 12 members: five Officers, the immediate Past President (ex officio), and six Directors at large. Each Officer holds office for a term of two years, and each Director for a term of three years, except the EON Editor (Director) who holds office for a term of two years. Each Officer (except the President) and Director may be reelected to the same position one additional time but otherwise have no limit on seeking other Officer (or Director if currently an officer) terms.

The 2019 Nominations Committee comprises:
- Michael Willis (Immediate Past President, Chair)
- Alethea Gerding (Representative of Board)
- Deborah Bowman (Chair of Ethics Committee)
- Jason Roberts (Member at Large)
- Cheryl Shanks (Member at Large)

The ISMTE Board of Directors will have five open positions as of January 1, 2020. In line with our nomination process, we are looking for nominees who fulfil the following criteria:

- Has past experience in ISMTE, whether in committees, presenting at a conference, or other volunteer experience
- Exhibits enthusiasm toward ISMTE’s programs and projects
- Brings forward ideas for improvements to existing programs or ideas for new programs
- Has served two consecutive years on the Board (for those interested in an officer position)

The open positions are as follows:

**Officer position - President-Elect**: The President-Elect shall perform the duties of the President in his or her absence and shall perform such other duties as may be assigned by the President or the Board. The President-Elect shall be, on the expiration of the term of the President, the succeeding President of the Society. The President shall also serve as Chair of the Board to preside at Board meetings and shall perform such other duties incident to the office of Chair, as well as those that may be designated by the Board. The President/President-Elect should also have previously served on the Board.

**Officer position - Vice President**: The Vice-President shall perform such duties as may be assigned by the President or the Board.

**Officer position - Secretary**: The Secretary shall have oversight responsibility for the minutes of the meetings of the Board of Directors; ensure that notices are duly given in accordance with the provisions of these Bylaws; review the activities of staff members that are responsible for corporate records; and perform those duties incident to the office of Secretary and others that may be assigned by the Board of Directors.

**Director - two positions**: Directors are responsible for representing a focus area of the Society (e.g., conference planning, professional development, membership, peer organizations, etc.). This may include serving as a member of, or chairing a committee, and liaising with the Board.

Anyone interested in these positions should fill out the online application. Applications for the position must be received by October 1, 2019. The Nominating Committee will present a slate of nominees to the Board of Directors for approval at...
the mid-October Board call. The slate will then be presented to the membership for approval mid-November, with the results of the election announced to the membership in mid-December. More details on the process can be found here.

Michael Willis
on behalf of the Nominating Committee

Future ISMTE Conferences

2019 Conferences

European Conference
October 3, 2019
University of Oxford
Oxford, UK

More information coming soon.
Suggested Guide for Approaching Organisation of the Editorial Office to Comply with COPE’s Core Practices

COPE has many resources to assist publishers and editors in making decisions about ethical issues in publication, including guidelines, flowcharts, discussion documents, sample letters, eLearning modules, and an audit tool. This overview is a suggested guide for approaching organisation of the editorial office to comply with COPE guidelines.

FOR NEW JOURNALS JUST ESTABLISHING AN EDITORIAL OFFICE, BEGIN WITH THE COPE CORE PRACTICES AND GUIDELINES FROM THE PUBLISHER.

Yes

DEVELOP GUIDELINES FOR AUTHORS AND REVIEWERS BASED ON CORE PRACTICES 2 AND 9.

DEVELOP INTERNAL PROCESSES TO SUPPORT IDENTIFICATION OF ETHICAL CONCERNS.

eg. Core Practices #1, 4, 5, 6, 7, 8 and 10.

Develop guidelines for promptly responding to suspected ethical breaches by authors, reviewers, and editors (Core Practice #8).

YES

Established and new journals should consider developing a training program for editors and editorial board members using the eLearning course, available for COPE members, on the COPE website (www.publicationethics.org/resources/e-learning) or other appropriate resources.

FOR ESTABLISHED COPE MEMBER JOURNALS WISHING TO EVALUATE CURRENT PROCESSES, BEGIN WITH THE PUBLICATION ETHICS AUDIT TOOL.

Yes

BASED ON THE RESULTS OF THE AUDIT, DEVELOP OR LOCATE RESOURCES TO ADDRESS ISSUES UNCOVERED.

eg. If authorship criteria are not clearly articulated in policies, review resources such as the ICMJE Authorship Criteria and studies on journals’ instructions to authors (Core Practice #2).

YES

ETHICAL ISSUES ARE OFTEN COMPLEX AND THE APPROACH WILL VARY DEPENDING ON THE SPECIFIC PROBLEM AND THE RESOURCES OF THE JOURNAL. IN GENERAL, COPE EXPECTS THAT MEMBER JOURNALS WILL ADHERE TO THESE BASIC PRINCIPLES TO RESOLVE MISCONDUCT.

Journal guidelines and processes must be transparent.

Yes

Systems must be in place to promptly address and resolve all complaints related to publication ethics. Clearly identify contact information for the person responsible for handling allegations of misconduct.

YES

Editorial staff must be committed to correcting the literature when needed and following through on requests from institutional investigations.

Yes

Provide links to COPE guidelines, flowcharts, and other materials eg. ICMJE Authorship and Conflict-of-Interest Guidelines. These items will clearly inform authors, reviewers, and readers of the processes of submission, review, publication, and grievances.

YES


Some journals have an ethics committee. Others rely on a sole editor to handle these issues.

YES

Assure that resources such as COPE Retraction Guidelines, Flowcharts, and Access to Legal Advice if needed are available to those tasked with resolving ethics issues.

Permission to publish this flowchart was granted by the Committee on Publication Ethics (COPE). Please visit http://publicationethics.org/ for additional flowcharts and information.
Calendar of Events

Editorial Freelancers Association Annual Conference
August 21-23, 2019
Chicago, Illinois, USA
https://www.the-efa.org/

2019 Asia Pacific Meeting of ISMPP
September 6, 2019
Tokyo, Japan
www.ismpp.org/asia-pacific-meeting
ISMTE members receive 10% off registration with the discount code ISMTE19AP

ALPSP Conference and Awards
September 11-13, 2019
Berkshire, United Kingdom
http://www.alpsp.org/

SfEP AGM and 30th Annual Conference
September 14-16, 2019
Birmingham, United Kingdom
https://www.sfep.org.uk/

ARIO Annual Meeting
September 16-19, 2019
Atlanta, Georgia, USA
https://www.ariohq.org/

Peer Review Week 2019
September 16-20, 2019
https://peerreviewweek.wordpress.com/

11th Conference on Open Access Scholarly Publishing
September 24-26, 2019
Copenhagen, Denmark
https://oaspa.org/conference/

Mediterranean Editors & Translators Meeting 2018
September 26-28, 2019
Split, Croatia
http://www.metmeetings.org/
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A note on English: ISMTE aims to be a truly international society. English will represent our lingua franca, but we would like to stress that, in materials published in EON or online, variations in idiomatic usage and spelling should reflect the origins of the author. No one version of English is preferred over the other.
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