eon

editorial office news

The official newsletter of the International Society for Managing and Technical Editors

IN THIS ISSUE

EON Version 2.1

by Deborah E. Bowman, MFA
Managing Editor
GIE: Gastrointestinal Endoscopy
dbowman@asge.org

I blame it all on Big Bird. He and his *Sesame Street* buddies have taught us all that we shouldn't have to concentrate on any one subject for long. They convinced us that after just a few minutes, we should expect a new idea to entertain us. Good, bad, or indifferent, that is the world we have grown used to. Tired of Facebook? Turn to Twitter or Google+. Sick of your iPad? Try a Kindle Fire. Bored with TV? Pull up any of thousands of blogs, videos, or podcasts on your computer.

In keeping with this reality, I plan to introduce some shorter features to *EON*, like "The Philosophy of Editing," which will review some aspect of grammar, punctuation, or language, and the comic, "Editor on a Napkin." In future issues, I would like to include Letters to the Editor (please write!), short bits of your creative writing, and maybe some book reviews and short surveys.

You have undoubtedly noticed a change in the design and layout of *EON* beginning with this issue. Not only is the design different, but you also now have the option of downloading individual articles in addition to the entire issue. We hope this will make reading and sharing articles more convenient for you.

You elected them; read about the new ISMTE Board members in this issue. A feature article this month was written by John Sena, Ph.D., who speaks to groups about how to deal with change and how to help others cope with it. With all of the changes beginning with this issue, this article seemed particularly appropriate. We are also starting a series of articles written by various types of people with whom we work, discussing "What I Wish My Managing Editor Knew." This month I've invited Jennifer Halling to write about the subject from a copyeditor's point of view. In future months, we will hear from an Editor-in-Chief and an author. I also hope to find an Issue Manager and a Publisher willing to write on the subject; if you know anyone like that who enjoys writing and would like to be published, please send their names my way.

EON Associate Editor Meghan McDevitt will be soliciting articles for a new series called "Whistling in the Dark." We all feel alone and nervous at times, and whistling is a method some use to overcome those fears. Meghan hopes this column will help us all to share the methods and tricks we use to do our jobs more effectively so we can learn from each other and not feel so alone. Also in this issue, Ira Salkin, our Ethics Editor, shares a story of unethical behavior in peer review.

Above all, I hope to hear from you, the ISMTE members. What subjects would you like us to cover in *EON*? Do you have ideas for new sections or columns? What could you write about? Do you have friends or colleagues who could share their expertise with us? I'm open to any suggestions and am eager to hear from readers at dbowman@asge.org. I hope you enjoy the changes!

The Philosophy of Editing

What's the Difference Between Use and Utilize?

Many of the doctors for my medical journal think bigger is better; that is, why use a small word when a bigger one is available? An example of this is the persistent use of "utilize" instead of "use." Most style guides and writing teachers encourage you to use the simpler word. Did you know, though, that rules are in place for when to use "utilize"?

"Use" refers to the job with which an item is acceptably associated. "Utilize" indicates that you have found a less-traditional way to use an item. You cannot utilize a pen for writing because that is its intended use. You can, however, utilize a pen for performing a tracheotomy.

Confused? The good news is that "use" is rarely wrong, unless you are talking about using people for your own evil means. You can use or utilize a pen for performing that tracheotomy. So it's fairly safe to ask your copyeditors to change "utilize" to "use" uniformly in your journal's articles.

What I Wish My Managing Editor Knew. A Copyeditor's Perspective

by Jennifer Halling

If I had to choose one moniker that applies to all copyeditors, my choice would likely be "perfectionist." Fortunately for you, (1) you don't have to live with us and (2) our innate desire to remove unnecessary commas, bring subjects and verbs into agreement, and undangle participles greatly improves the quality, accuracy, and readability of your publications. This article includes some ways you can facilitate the work of copyeditors and thus make your publications even more polished and professional.

Provide Complete Manuscripts

Speaking for perfectionists everywhere, I can tell you that one thing that frustrates us to no end is *not having all the materials we need to do our work*. When a manuscript is missing such items as an abstract, key words, author affiliations, figure legends, or tables, our work feels incomplete, and the need to query for these items and add them later increases the possibility that errors will be introduced.

Fortunately, a simple tool is available to ensure that all elements of a manuscript (in the proper style) reach the copyeditor's desk: the lowly checklist. In recent years it has been discovered that checklists save lives in the operating room[1]; think of what they can do for your publication!

I strongly suggest that you develop and post a manuscript submission checklist for authors on your Web site (see the Box). You already do that? Great! Now send a copy to all your reviewers and ask them to request missing items when they submit their comments to authors. If that seems like too much to ask of the reviewers, ask them to check for two or three items that are consistently missing from your manuscripts (hint: one of these items is likely correctly styled/numbered references). The checklist can be used a third time by the issue manager before sending the manuscript to the copyeditor.

Provide Correctly Styled and Numbered References

One of the most frustrating situations I must deal with when I'm editing a manuscript is incorrectly styled or numbered references. It takes a great deal of time for me to convert references that are submitted in AMA style to APA style or vice versa, or to fix the numbering of references when they are not mentioned in consecutive order in the text. The need to fix these extensive errors is costly for you, as you are paying me for my time, and also increases the possibility that errors will be introduced during the revision process.

You can help authors submit references in the correct style by including examples on your Web site of the most common references used in your publication (e.g., a journal article; a book with editors, a chapter title, and an edition number; a serial online journal; and an article found on a Web site). Most important, though, is delaying acceptance of a manuscript until correctly styled or numbered references are provided by the author.

Create and Maintain a Basic Style Manual

Inevitably, copyeditors and issue managers go on maternity or medical leave, take vacations, return to school, accept promotions, or retire from their jobs. Thus it is crucial to have a basic style manual for your publication to maintain continuity when a new copyeditor or issue manager comes on board. In addition, copyeditors invariably work on more than one publication, and having a style manual helps us remember the unique style points for your publication.

A style manual for your publication should indicate the designated style to be used, if any (e.g., *AMA Manual of Style*, 10th edition, or *Publication Manual of the American Psychological Association*, 6th edition). In addition, the following information should be included in the manual:

- Any unique variations from the designated style (e.g., "always capitalize E-mail")
- Style of title page information (e.g., acceptable length of running heads, when an author's academic degrees are listed, if a conflict of interest statement is required, where funding information should be listed, and whether an address for correspondence includes a postal address or only an e-mail address)
- The style to be used for different levels of headings
- The style for references to tables and figures in the text (e.g., if the article includes only one figure, is it referred to as "Figure 1" or "Figure"?)
- The style for figure numbers and parts (e.g., "FIGURE 1. **A,**" or "**Figure 1.** *A,*" **or** "*Figure 1.* ***A:***")
- The style for table numbers and titles
- For Society publications, the full name of the society and whether the name of the society may be abbreviated
- Any abbreviation variations (e.g., "never spell out ICU")
- A list of acronyms that are commonly used in the publication
- Contact information for the issue manager

Communicate Information, Updates, and Style Changes Clearly

Some journals I work on include section editors, and I'm required to add their names and contact information to certain articles. It is much easier for me to keep track of changes to this information if you send me a file that includes complete listing of all section editors and then send a new file (including the date) every time an update occurs. That way, I can delete the old file and know that the file I have on hand includes the most up-to-date information. The same goes for style changes; I'd rather you send me an updated page from the style manual rather than mention a style change in an e-mail message that may address a number of other issues.

It also can be aggravating and sometimes confusing when I'm expected to pick up information from a number of different sources: for example, the doi number from a transmittal form, an author affiliation from a PDF file, and a funding acknowledgment from a title page that's separate from the manuscript. Sometimes these sources provide conflicting information regarding an author's contact information or affiliation, which takes time to sort out.

Provide Payment in a Timely Manner

Yes, payments to freelance copyeditors are usually handled by a completely different department, but how would *you* like to wait 6 to 8 weeks to get your paycheck? You can help us by promptly submitting our invoices and being patient when we ask you to check on delayed payments. We hate nagging, but sometimes it's the only way to get paid for invoices that have gone astray.

Conclusion

Copyeditors don't mind correcting punctuation, misplaced modifiers, and sentence fragments—most of us are grammar geeks, after all, and those types of errors represent job security for us. However, you can help us help you produce the best publication possible by providing us with complete manuscripts that include properly styled and numbered references, creating and maintaining a style manual, and communicating information, updates, and style changes clearly. Thanks for your interest in a copyeditor's perspective!

Reference

1. World Health Organization. Checklists save lives. http://www.who.int/bulletin/volumes/86/7/08-010708/en/. Accessed January 8, 2012.

Sample checklist for manuscript submission

Title Page

- ☐ Title of article
- ☐ Running head (___ characters or less, including spaces)
- ☐ Names of all authors with their academic degrees
- ☐ Name of and contact information for the corresponding author (postal address, e-mail address, and phone number[s])
- ☐ Affiliations and job titles for all authors
- ☐ Financial support disclosure, including full name of organization providing grants
- ☐ Conflict of interest statement (if required)

Abstract and Key Words

- ☐ Abstract (use the following headings: ________________; maximum word count: ___)
- ☐ Key words (if required)

Body of Article

- ☐ Provide headings in the following style:

  NUMBER 1 HEAD

  Number 2 Head

  Number 3 Head

  Number 4 Head. (indented, followed by a period)

Acknowledgments

- ☐ Any acknowledgments not pertaining to financial support

References

- ☐ A list of references styled according to ____________________________________ (note: manuscripts submitted with incorrectly styled references will be returned for revision)
- ☐ If the reference style requires references to be numbered, reference numbers are mentioned in consecutive order in the text
- ☐ Any URLs in references have been checked to ensure they are operational

Tables

- ☐ All tables are mentioned in consecutive order in the text
- ☐ All tables are numbered and include titles
- ☐ Tables have been keyed in so they can be edited (that is, don't submit a picture of a table)
- ☐ Any abbreviations or symbols used in tables are spelled out in a table footnote
- ☐ A credit line for any tables reprinted or modified from another source is provided

Figures

- ☐ All figures are mentioned in consecutive order in the text
- ☐ All figures are numbered and include legends
- ☐ Any abbreviations or symbols used in figures are spelled out in the figure legend

Whistling In the Dark

by Meghan McDevitt

It was less than a year ago that I was living in France, teaching English at a French high school in a small town in southern Brittany. I jumped at the chance to live abroad (and have a job) where I could encounter a new culture, learn a language, and do something other than live with my parents in my first year out of college. I've always been someone who knows "what's next" for me, so it came as a bit of a shock when my teaching contract ended last May. I returned to the states with great stories and fantastic experiences but was unsure of what I was supposed to do next.

I made the decision to relocate to the Chicago area, where I thought my chances were better to find a job and put my English degree to use. I'd always been interested in editing, and books and writing were a lifelong pastime. As I scrounged through the job boards and career sites, I expanded my idea of "the job" and started branching out to see where else my skills could take me.

In mid-August, I interviewed for an Editorial Assistant position for *GIE: Gastrointestinal Endoscopy*. I was a bit concerned that I would not get the job since I lacked any science or medical background. Also, my mom had to correct my pronunciation of "endoscopy" (it's not endo-scopy?) before I went to my interview. But here I am over four months later, loving a job and a niche of editing I barely knew existed.

These past few months have been a growing experience for me. I relocated to a new city, got my own place, and started my first real job. I've encountered a lot of changes that have helped me grow not only in my personal life, but also in my professional life. I've learned what it takes to manage a scientific journal on a day-to-day basis and my editing skills are constantly improving. I never could have imagined a year ago that this is what I'd be doing.

As the saying goes, change is the ever constant. While we may not know "what's next," we should embrace change because it shows development and improvement. Our Journals embody this idea of constant change. We've gone from sending hardcopy manuscripts through the mail for review to an electronic-based submission acquisition system. Some Journals can be read exclusively online and new technology like tablets and smartphones has enabled limitless possibilities for additions like videos and discussion forums. Social media lets us share news, links, photos, and videos with our readers at an unparalleled pace.

In this new column, "Whistling in the Dark," we at *EON* want to hear from you! Present new improvements, recent accomplishments, and any changes that you've made in your Editorial Office or with your Journal. This column allows you to share with other ISTME members what's new in your corner of the publishing world. Did you start a Facebook or Twitter page for your Journal? Launch a new social media platform? Maybe you updated your online manuscript managing system, rewrote your Journal's Author Guidelines, or updated a style guide.

Let us know about the great ideas you've been working on and help inspire other ISTME members to be innovative and creative with their Journals.

If you wish to write an article for "Whistling in the Dark," contact Meghan McDevitt at mmcdevitt@asge.org.

Leading Change: Thriving and Surviving in the 21st Century

by John F. Sena

Perhaps the only one who likes change is a baby with a wet diaper. People in general do not like change. They don't want to leave their comfort zones, they don't want to change the status quo, they don't want to abandon the familiar. They often fear the unknown, the untried, and the untested.

The successful change leader, however, is able to overcome this natural resistance and convince employees to embrace fully the change program that is being proposed. Leading a successful change is not something that is done intuitively or by trial-and-error or by the seat of one's pants. It is the result of careful planning, attention to detail, and execution of a change methodology. I wish to propose a six-stage model for successfully leading change.

Stage One. Scanning the Future. Change management is all about the future. A change leader must anticipate the needs of consumers and organizations over the next few years. Have, for instance, consumer demographics changed? What new technologies are available to serve them? What new communication methods can be employed for contacting them? Have their behaviors, values, or attitudes changed? How may e-business and social networking be employed? What new product lines should be introduced?

It is vital for the change leader to spend at least two hours each week scanning and anticipating the future. This may be accomplished by looking at internal data that may suggest various trends in an organization, reading about trends and changes that are occurring in one's profession, attending regional and national meetings to capture new ideas, and discussing at meetings likely future trends. Most importantly, the change leader must allot private time to think about the future.

Stage Two. Getting Buy-In. Encouraging others to buy in to a change program begins by presenting relevant data for why the change is being made. Change targets will want to hear a logical and persuasive presentation of not only "what" is being changed but also "why" the change is necessary.

After presenting data, try, if possible, to create what psychologists call a "felt need" for the change. This involves having the change targets experience the need for change emotionally, affectively, and psychologically. Let them experience first-hand the reason why the change is necessary.

Stage Three. Creating a Change Plan. Many change initiatives fail because they lack clear, precise, measurable goals. Everyone must understand and accept the objectives of the change program. Fuzzy or unclear goals often lead to confusion and uncertainty among the change targets and failure of the change initiative.

A change plan should include a stakeholder analysis and an impact analysis. A stakeholder analysis focuses on how individuals will most likely react to a change program. It may include their past reactions to change, their educational background, level of commitment to the organization, who they listen to in the department, and their career goals. An impact analysis focuses on how a change will affect various activities of the organization: how, for instance, will the change affect operations, resources, budgets, community relations, and legal liability? A stakeholder and impact analysis is a hedge against having negative surprises.

A change plan should also include a content plan and a process plan. The content plan is the substance of the change; the process plan is how the change will be rolled out or introduced. In general, change leaders are more likely to fail with their process plans. A process plan should involve training programs, a communication plan, the use of advocates, contingency plans, metrics for evaluating return on investment (ROI), possible ripple effects, and presentational strategies.

A robust communication plan is vital to the process plan. Communication is an ongoing activity, a process, not an event. Key messages and rationales should be communicated over and over. Share information, even if you don't have all the answers at the time.

Do not rely on e-mails to fulfill communication needs. Face-to-face, on-the-floor communication is the optimal method for communicating a change plan: it allows the change agent not only to disseminate information, but also to answer employee questions, hear their misgivings, observe their body language, and determine their level of comfort and commitment to the change.

It is also advisable to involve employees in the planning process as early as possible. The change targets generally know how to do their jobs better than others in the change process. They may offer valuable advice about particular aspects of the change that managers are unaware of. Create a mechanism for them to express their views.

Stage Four. Overcoming Resistance to Change. It is important to show to change targets that you understand their apprehension, even fear, of change. Empathize with their misgivings; acknowledge their fears.

Give them realistic change previews. Acknowledge that change involves pain: psychological pain, fiscal pain, resource pain, operational pain. Convince them, however, that the pain of not changing is greater than the pain of changing. Stress the benefits of the change. Reiterate the "why" of the change. Help them to see things differently.

A short-term success is important, especially if the change program is long. It helps provide evidence that the sacrifices are worth it, undermines the cynics, helps build momentum, improves morale, and turns reluctant participants into active supporters.

Activities that generally help overcome resistance to change include making people aware of the need for change; helping them to see personal and organizational gain; communicating constantly the benefits of the change; listening and responding to their concerns; giving them the skills necessary to complete the change successfully; and having individual conversations with resisters to help get them onboard.

Stage Five. Implementation of the Change. The implementation stage is where the rubber meets the road. There are several recommendations for successful implementation. Secure senior management support for the change and have senior leaders show visible and vocal support for it throughout the entire process. Reward employees who are advancing the change process, even before the goals are achieved; celebrate their successes; and help them see the relationship between their activities and the desired outcomes.

The change leader in this stage must be a path clearer; that is, someone who removes obstacles—personnel, budgetary, logistical, political obstacles—that change targets may face so that they are able to achieve optimal results. An important question that a change leader may wish to ask the change targets is, "What can I do to help?"

Since any change involves an expenditure of energy, time, and expense, it is desirable to institutionalize the change into the organization. This can be achieved by helping employees internalize the goals and rationale of the change, articulate the connections between new behaviors and organizational success, create reward systems to support the change, build the change into ongoing programs so that it is reflected in numerous ways, and make the change a part of the culture of the organization.

Stage Six. Evaluation of the Change. Determine what you are evaluating. The original change plan may have changed during the implementation stage; the change may have developed naturally in a different direction; subordinates may have redefined the change; parts of the original plan may have been rejected.

There are several methods for evaluating "soft" objectives, such as morale, commitment, and attitudes: survey instruments, absenteeism, turnover, complaints to HR, general grousing, and anecdotal observations.

For evaluating "hard" objectives consider survey instruments, productivity data, fiscal data, sales data, clinical data, HR data, questionnaires before and after the change, and anecdotal information.

With American society changing at a prodigious pace, leading change efficiently and effectively is not an option. It is a survival skill.

John F. Sena, PhD
The Learning Studio
Chicago

Poetry

Hey poets, I know you're out there. People who love words as much as Editors do, surely have written some poetry. Why not be a published poet? Send your creative work to dbowman@asge.org and see it in an upcoming issue of EON. Here is one to get you started:

Meaning Not Clear
by Deborah Bowman

I couldn't resist
editing your love letters—
correcting the spelling and grammar
and writing, "Meaning not clear"
in the margins.

I stopped short
of sending them
back to you,
but when at last
we were together,
I remembered,
and muttered,
"Meaning not clear"
all night.

Author-Recommended Reviewers

by Ira Salkin, Ethics Editor

Just when I think that I've seen all of the ethically challenged maneuvers that authors employ to enhance the acceptance of their Nobel prize–winning papers, along comes a new twist that demonstrates the truth of the old adage, "It's not over until it's over." Conversely, upon reading a case (11-27) presented to the Committee on Publication Ethics forum,[1] I considered that maybe you can teach an old dog new tricks. Since the journal I edit is concerned with a small niche area of clinical science, Associate Editors call upon individuals whom they know through personal or professional contacts to act as peer-reviewers. While our submission site in ScholarOne does allow authors to recommend reviewers, those listed are rarely invited, for one reason or another, to evaluate manuscripts. The above-mentioned case (11-27) should act as a warning to the Editorial Staff to be quite wary of author-recommended reviewers.

The editor of Journal A received a submission for possible publication, including the e-mail accounts and affiliations of two individuals the authors recommended to act as peer-reviewers. The editor related that out of curiosity he/she investigated the contact information of both of these individuals only to find that the listed e-mail addresses at their respective institutions were different from those indicated by the authors of the submission. The editor, using the e-mail accounts he/she found rather than those provided by the authors, contacted both individuals to act as peer-reviewers.

One of the suggested reviewers (#1) responded that the manuscript appeared similar to one about which he/she had been contacted by the editor of another journal (Journal B). The editor of Journal A then got in touch with his/her counterpart at Journal B and found that the authors had provided "bogus" e-mail addresses for both proposed reviewers. The editor of Journal B had become suspicious when an evaluation of the paper was received by Journal B within two hours of the invitation being sent to the individual whose e-mail address was provided by the authors.

Reviewer (#2) declined to evaluate the submission when invited by the editor of Journal A at the individual's actual g-mail account. However, a full review was received within 24 hours when a similar invitation was extended to supposedly the same individual at the account listed by the authors. The editor then contacted reviewer #2 by telephone and found that the individual had not submitted an evaluation. In addition, reviewer #2 expressed great concerns that his/her e-mail account was being used by others, especially when the address was part of a "scam" to submit a false review employing reviewer #2's name and affiliation.

Having been an Editor for more than 30 years, it is difficult not to become discouraged about the behavior of what one hopes is a small percentage of authors. My experience as a scientist stretches back to a time, now forgotten, when the quality not the quantity of publications was the basis for obtaining grant funding and promotions. My late major professor was elected to membership in the American Academy of Arts and Sciences and the National Academy of Science on the strength of just 27 publications over a period of 40 years. However, even in today's publish or perish atmosphere, identity theft for scholarly (?) advancement rather than monetary gain creates a new and very troubling problem for Editorial Staff members.

The forum participants considered that the authors' behavior represented a serious example of scientific misconduct and recommended the following:

1. The Editor of Journal A should contact the appropriate administrative staff of the authors' institution to inform them of the results of his/her investigation into possible scientific fraud and/or criminal behavior on the part of the authors (i.e., identity theft);

2. The staff of Journal A might consider investigating all earlier submissions by the authors to determine if they had provided fraudulent information for the reviewers they recommended to evaluate these previous works and the possibility that the positive reviews from these suggested reviewers might have contributed to the acceptance and publication of the submissions; and

3. The Editorial Staff of all journals should possibly review the contact information of all reviewers, especially when they are suggested by the authors.

While I agree that the first two recommendations are required to maintain the integrity of the authors' institution and Journal A, I am not certain if the final suggestion is practical and cost effective when one considers that this behavior is restricted to a minority of authors. Instituting such a policy and ensuring that it is adopted and employed in the same manner by my journal's 20 Associate Editors raises many questions as to practicability and implementation. Therefore, I would welcome your thoughts on this a new wrinkle in the ever-expanding area of author misconduct, as well as COPE's recommendations. Please share your comments by posting them online at the ISMTE Forum.

Reference

1. http://www.publicationethics.org/search/apachesolr_search/?solrsort=ds_created%20desc&retain-filters=1&f[0]=bundle%3Acase

ISMTE Board Welcomes New Leaders

Term begins for officers and directors

In November, the ISMTE membership voted to fill several officer and director positions on the ISMTE Board. The unflagging commitment of Board members Kristen Overstreet and Wendy Krank was recognized as Kristen was chosen to serve as President-Elect and Wendy was elected Secretary. Deborah Bowman is ISMTE's current EON Editor and was elected to fill Kristen's seat as a director. Julie Nash was elected to her first term on the ISMTE Board, and Michael Willis was elected to his second term.

Many of you have had the opportunity to meet these Board members and officers at our conferences, or to collaborate with them on ISMTE committees. For those who haven't, we asked the recently appointed Board members and officers to answer a few questions about themselves and their hopes for ISMTE.

Kristen Overstreet
Senior Partner, Origin Editorial, LLC
Arvada, Colorado, USA
Board Member Since January 2009,
Founding Editor of EON

How has ISMTE been important to your career?

ISMTE has provided me the opportunity to network with colleagues all over the world. Many of us felt that we worked in isolation and, because of that, we were each inventing the wheel and struggling to find opportunities for continuing education. ISMTE provides the venue we all needed to share ideas, learn from one another, and learn from partners in the publishing industry. Learning and networking with my ISMTE colleagues has helped me develop my skills and confidence and provided me opportunities to broaden and accelerate my career as a Managing Editor.

What do you hope to achieve as ISMTE President-Elect?

I am very honored to begin my term as President-Elect for ISMTE. I intend to support our new President in his initiatives to improve the Society and to help him identify new opportunities for ISMTE's members. Both Glenn Collins and I feel strongly about the importance of continuing education for our members, so I look forward to supporting our committees in their continuous improvement of the meetings, resources, and training services that ISMTE offers.

Wendy Krank
Managing Editor, Headache Currents
Phoenix, Arizona, USA
Board Member Since January 2010,
Membership Chair Since 2007

How has ISMTE been important to your career?

My career has actually jump started and morphed into another career path because of ISMTE. I have volunteered with several diverse organizations in the past but ISMTE offered more personally than other organizations. The difference is clear. The members are the unique factor. They are enthusiastic and passionate about improving the quality of publishing. It doesn't get any better than that…at least in my view!

What do you hope to achieve as ISMTE Secretary?

As Secretary, I will continue to support ISMTE's active membership and welcome new members as ISMTE expands. Our members are robust in their ideas to improve ISMTE. Their willingness to volunteer to provide mentorship to other members and write articles for *EON* is outstanding. They have logged many hours working on website updates and creating a variety of resources for the membership. I can't say enough to praise those members who have come together to create the conferences that ISMTE members-at-large have come to enjoy because of the energized topics. ISMTE is an organization that actually helps members to meet other professionals in similar roles, individuals they may have never met without ISMTE as a means to gather.

Deborah Bowman
Managing Editor, GIE: Gastrointestinal Endoscopy
Wentzville, Missouri, USA
First Term on the ISMTE Board, EON Editor

How has ISMTE been important to your career?

A psychiatrist on the TV series *MASH* once said, "Ladies and gentlemen, take my advice; pull down your pants and slide on the ice." Since 2005, when I left Elsevier to become the Managing Editor of a Society journal, I have felt forced to take that metaphorical advice many times. Day by day, new, sometimes enigmatic things come up that add to my workload; day by day I feel like I'm scrambling just to slide by and keep up with technology. When I first heard Jason Roberts speak at a meeting about a new organization he was planning to create called the ISMTE, geared specifically for Managing and Technical Editors, I knew I needed to jump on board. Since then, the ISMTE has helped me navigate the often-cold, always slippery landscape of Editorhood.

What do you hope to achieve in your time on the ISMTE Board? In your first year as EON Editor?

Becoming a member of the ISMTE Board, and specifically the Editor of *EON*, I hope I can help other Editors to stay on top of the newest initiatives and to understand new ways of handling more established tasks. As we enter the second five years of our illustrious organization, we should work together as a membership to share our knowledge and try our best to keep up as we slide, day by day, on the slippery surface of the publishing world.

Julie Nash
Founder & Senior Partner, J&J Editorial, LLC
Apex, North Carolina, USA
First Term on the ISMTE Board

What is the most valuable service/resource provided by ISMTE? The most enjoyable?

I think that the most valuable and enjoyable are one and the same — the opportunity to network and talk with other Managing Editors/Assistant Editors/Editorial Assistants who work on peer reviewed journals. Getting together at the annual meeting to share stories and experiences is the most enjoyable to me.

Michael Willis
Manager for Health Sciences Journals, Wiley-Blackwell
Oxford, UK
Board Member Since June 2010

What do you hope to achieve in this term on the ISMTE Board?

I'd like to increase the profile of the Society within the UK and Europe, where there is a huge base of people—freelance, employed by publishers, employed by universities—who could benefit greatly from our resources. ISMTE has hugely widened my contacts with people undertaking in similar work to my own. It has increased the breadth of my perspective of what is involved in managing a journal editorial office. It's helped to inform me about best practice which I can implement or recommend be implemented on journals with which I'm involved.

I'd like ISMTE's resources to become the gold standard here (and of course globally) for running editorial offices.

What unique perspective do you bring to the ISMTE Board?

Two unique perspectives! I'm the only Board member based in the UK and the only one directly employed by a major STM publisher (Wiley-Blackwell). Issues for Managing and Technical Editors are pretty much the same the world over (and it's always reassuring to be reminded that there is very little that is "new under the sun"), but I can bring a UK perspective to discussions. It's also useful to the Society to have a key player based within one of its most supportive sponsors.

What was your greatest achievement in your prior term on the Board? ISMTE's greatest achievement in that time?

I think the 2011 European conference was a great success. I chaired the planning committee but the outcome demonstrated the excellent teamwork that went into the preparation. I felt that both the North American and European conferences in 2011 were of top quality, with super speakers, excellent networking opportunities and topics of great relevance to the delegates. The conference is in my view the most valuable resource, and I'd say it is also the most enjoyable. Spending a day (or two, at the NA conference) with a large gathering of people who need the same support and guidance as I do, who want to learn from and share their experiences with others, and who come from a huge variety of journals and publishing situations, is both stimulating and useful.

Finish this sentence...

We Editors are an odd and often misunderstood group. How would you finish this sentence? A couple of examples are given.

You know you are dating or are married to an Editor when…

1. She pulls proofreading from her purse while you wait for your meal in a restaurant.
2. She responds to you with perfectly punctuated text messages.

Send your sentence endings to me at dbowman@asge.org, and we will print them next month.

Calendar of Events

ALPSP Training
Online Communities and Opportunities
Feb 9 and June 27, 2012, London, UK
Project Management for Publishing
Feb 22, 2012, London, UK
http://www.alpsp.org/Ebusiness/item.aspx?ID=255

COPE UK Seminar
March 16, 2012
London, UK
http://publicationethics.org/seminar/uk2012

ScholarOne User Conference
April 15–18, 2012
Washington, DC, USA
www.ThomsonReuters.com

Emerging Trends in Scholarly Publishing
April 19, 2012
Washington, DC, USA
http://allenpress.com/events/2012seminar

Council of Science Editors Annual Meeting
May 18–21, Seattle, WA, USA
http://www.councilscienceeditors.org

Society for Scholarly Publishers Annual Meeting
May 30–June 1, 2012
Arlington, VA, USA
https://www.sspnet.org/

Editorial Manager User Group Meeting
June 21–22, 2012
Cambridge, MA, USA
December 3, 2012
London, UK
http://www.editorialmanager.com/

11th EASE Conference
June 8–10, 2012
Tallinn, Estonia
http://www.ease.org.uk/

Thank You
to our Corporate Sponsors!

Gold Level

Wiley-Blackwell

Silver Level

ACS Publications, BMJ Group,
Elsevier, Informa Healthcare,
Nature Publishing Group

Bronze Level

Aries Systems Corporation,
eJournalPress, Oxford University Press,
ScholarOne Thomson Reuters

Additional Support: CrossRef

Interested in supporting ISMTE?
Please visit http://ismte.org/supporters.html

ISMTE Editorial Office News

Editorial Office News (*EON*) is the official newsletter of the International Society for Managing and Technical Editors (ISMTE) and is published monthly. The contents and opinions expressed by the authors do not necessarily represent those of the Society, the Board of Directors, or *EON* Editors, nor does the publication of an article constitute an endorsement on the part of ISMTE of the authors' organizations or companies. Submissions are welcome and can be sent to the Editor at the address below. Submissions may be edited for style and format without the author's permission. Authors must seek permission to reprint any copyrighted material and provide this permission to the Editor.

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.*

CONTACT

ISMTE Executive Offce:
107 Mantua Pike Ste. 701 #122, Mantua, New Jersey,
USA 08051-1606
TEL: (+1) 856-292-8512
FAX: (+1) 856-292-8513
ismteoffice@gmail.com

Thank You to our Corporate Sponsors!

Gold Level

WILEY-BLACKWELL

Silver Level

ACS Publications
MOST TRUSTED. MOST CITED. MOST READ

BMJ Group

ELSEVIER

informa healthcare

npg nature publishing group

Bronze Level

Aries

eJournalPress

OXFORD UNIVERSITY PRESS

SCHOLARONE

Additional Support

crossref

Interested in supporting ISMTE? Please visit http://ismte.org/supporters.html