

Society Update

New Website Features

by Taylor Bowen

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Have you noticed the new 'members' journals' scroll feature on the ISMTE home page? (See the screen shot below.) The scroll provides a parade, if you will, of our members' journals' covers with links to their websites. Launched in March, we are now seeking more of our individual members' journals' covers for the scroll!

To add your journal image to the ISMTE site please email website@ismte.org with the link to your journal's homepage. Be sure

your society or publisher gives permission for us to display the cover image and link.

The ISMTE is proud of the wide variety of journals its members represent. We see the scroll feature as a way to show *who we are* as we work to build our still-young society into the leading community for managing and technical editors worldwide. Add your journal cover today!

Another valuable feature on the ISMTE website is the search

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New Website Features

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functionality added in mid-April (see upper right corner of the screenshot above). From any page on our site, members may now search across our entire website and *EON* newsletter content by exact terms/phrases up to 40 characters. Enter 'best practice,' for example, and you will get a result of 20 articles where the term occurs. *Please note that most of the EON content is for members only and may require your log-in credentials should you wish to view this content from a search.*

The search functionality is a simple yet powerful way for our members to receive additional value from their membership. Having the well-respected *EON* content in a fully searchable database, for example, means our members now have a wealth of information at their fingertips.

More improvements and new features are on the way for the ISMTE website. Check the site regularly. ISMTE thanks Gold Sponsor Planet Systems Group for its creative ideas and programming for the ISMTE website.

Search Results

You have searched for 'best practice'.

CATEGORY MATCHES

[Column: Tips & Tricks for Best Practice in the Editorial Office](#)

ARTICLE MATCHES

[Editorial Octopus](#)

[ISMTE American Conference 2009](#)

[How Ethical Is Your Journal?](#)

[ISMTE European Conference 2009](#)

[Networking, Education, and Forecasting at ISMTE's August Conferences](#)

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Reference Checking: Not Just for Humans Anymore

by Paul Candon

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Since our journal began in 1940, someone has checked, by hand, every reference in every reference list—every last painful reference. For decades, it was a slow and methodical process done in a library; a process made only slightly less tedious when done online. Now, however, there is a series of tools that journals and authors can use to automatically check and style reference lists without all that tedium.

eXtyles[®]

Inera Inc. offers a suite of products to assist the editorial workflow, including tools that perform reference checking and styling. The eXtyles[®] software tools are designed to work with the author's original 'dirty references,' regardless of the specific style used or even if the author's style is inconsistent within their own reference list. The program's reference-parsing engine identifies all elements of each reference (e.g., author names, title, page numbers) and reformats each reference according to a predetermined output style. (American Medical Association and American Psychological Association style come as standard outputs, but for a one-time set-up fee, the program can be configured to produce any house style.) The accuracy of each reference is also checked against PubMed and CrossRef, and the program can correct errors such as misspelled author names, incorrect page numbers, missing words in the title, etc. eXtyles[®] is 'intelligent' when making automatic changes—if a potentially large

discrepancy exists between what the author provided and what the program finds in PubMed and CrossRef, a Word comment will appear describing the problem and allowing further checking by the author or editorial staff. (For more details, see www.inera.com.)

The remainder of the reference checking/styling systems in this article work primarily within specific manuscript-tracking systems (and, therefore, you need to use one of these systems to make use of these functions).

Editorial Manager and PeerTrack[™]

Both Editorial Manager and PeerTrack[™] use eXtyles[®] reference functions, and they essentially perform many of the same functions you would get if you purchased eXtyles[®] separately. One of the main differences is the pricing structure—Editorial Manager and PeerTrack[™] charge per reference, whereas eXtyles[®] has one-time license and set-up fees and annual maintenance fees. In Editorial Manager and PeerTrack[™], you can have the reference function set up for every article submission you receive—this way, a PubMed/CrossRef link is placed next to each reference in the manuscript so reviewers can link to the abstracts for these references during the review process. However, to cut down on costs, journals may decide to check and style references only for accepted manuscripts. Editorial Manager and PeerTrack[™] reformat, fact check, and correct references in the same way eXtyles[®] does. (For more information, see

Reference Checking

continued

www.editorialmanager.com or <http://allenpress.com/services/publishing/peertrack>.)

ScholarOne™ Manuscripts

When authors submit their files to journals that use ScholarOne™ Manuscripts for online submission and peer review, the system checks references in the list against PubMed (at no extra fee) and Web of Science® (optional for an extra fee to the publisher) during the conversion of the file to an HTML document. If a reference is valid and correct, ScholarOne™ will insert hyperlinks to PubMed and/or Web of Science®, based on the journal's preference. During the peer-review process, reviewers will be able to access the original article citation within PubMed or Web of Science® by clicking on the hyperlinks inserted by ScholarOne™. (See www.scholarone.com for more details.)

ScholarOne™ does not reformat references based on a particular output style when the files are uploaded. However, two other Thomson Reuters products, EndNote® and Reference Manager®, can do this formatting for the author before submission (if the journal's reference style is in the default program list). EndNote® and Reference Manager® validate author references before submission against hundreds of databases, ranging from PubMed and Web of Science® to many university library services, to ensure the reference list is as accurate as possible.

EJPress

If you use EJPress for online submission and peer review, you have the option to include a citation parser to link references in the lists of submitted articles to Medline, PubMed, or Google Scholar. After submission, the system creates a separate reference-list file in HTML

with links to these sources at the end of each reference. Reviewers or editorial staff can then link to the record for that particular article in the given source. According to eJournalPress, the citation parser is about 80% accurate if the references are formatted correctly. (However, the system does not correct errors or reformat based on an output style.) The fee for citation matching is based on the number of submissions annually. (See www.ejpress.com for more information.)

Bench>Press™

Similar to EJPress, Bench>Press™ from HighWire Press creates reference links for use during the peer-review process. Here, the system cross-checks the reference list against PubMed and creates links for each reference. The system also provides reviewers with full-text access to journal articles in the reference list if those journals are indexed in PubMed. To work optimally, the references should be in a predetermined style. (Also, as with EJPress, references cannot be formatted or corrected.) If you are using Bench>Press™, there is no extra charge for use of the reference-checking system. (Bench>Press's home page is <http://benchpress.highwire.org>.)



EON is seeking *column editors* for the *Tips & Tricks and Publication Partners* columns. The column editor is responsible for recruiting the column's articles. If you are interested, please contact the Editor, Kristen Overstreet, at kristen.overstreet@mac.com. We look forward to working with you!

Employment Connections Through ISMTE

by Leslie McGeoch
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Is this the right candidate for this position? Is this the right job for me? It's likely you've asked yourself one or both of these questions at some point in your career. ISMTE offers several options to help you find the job or the employee that suits you best.

ISMTE Career Center



The ISMTE Career Center, powered by JobTarget, brings job seekers and employers together. The Career Center is open to all users of the ISMTE website, and can be accessed under Resources. ISMTE is able to offer unique features and benefits to the scholarly publishing industry through the Career Center.

The resumes job seekers post through the ISMTE Career Center are kept anonymous, allowing employers to review credentials, experience, and career objectives before deciding to request contact information. The job seeker has the option to accept or reject this request. This feature allows job seekers to engage not only in active job searching, but in a passive search as well. Even those who are not currently contemplating a career move may benefit by posting a resume through the ISMTE Career Center—and remember, you have the option to reject requests for contact information. Because employers browse resume information, it's important to keep your resume current and to make sure all the information you want to display is available through your anonymous candidate profile.

Job seekers can browse advertised positions and set up alerts for positions that meet their criteria. Through the Career Center, job seekers have access to a broad range of positions posted on a variety of job boards. JobTarget brings open positions in scholarly publishing directly to you through the ISMTE Career Center.

Employers use the Career Center based on a fee structure ranging from the purchase of a single resume to yearly subscriptions. Through the ISMTE Career Center, JobTarget will broadcast your job postings to their network of job boards. You'll also be able to search the resume bank free of charge, paying only for the resumes of job seekers interested in your position. Employers can create a free, branded company profile to be included with all job postings.

**Join ISMTE
on LinkedIn™**



While we, of course, invite you to join ISMTE's LinkedIn™ Group, you can advance your search just by creating and updating a LinkedIn™ profile. Make connections with old friends and colleagues from past employment and update your status when you have a special achievement or are working on a particularly interesting project. By keeping your profile current and posting a status from time to time, you keep your profile in the news feed of your connections. You may find your connections contacting you when the perfect position comes available!

Employment Connections

continued

Search for the LinkedIn™ Groups of your professional and alumni associations. These groups allow you to broaden your network of connections and may include job postings from time to time. Again, participation in group discussion will put your profile in sight of potential employers.

Get Connected on the ISMTE Discussion Forum



The ISMTE Discussion Forum is an opportunity for members to connect on a variety of topics, employment included. If you know your journal, association or company is hiring, why not post links to the job descriptions here? ISMTE members have a wealth of experience and dedication to the professionalism of the editorial office. Job seeking members might use the Discussion Forum to share job search strategies, or link to information about a position that might be a good fit for other members.

Have you used one of these methods to find a job or hire an employee? Share your experience on the ISMTE Discussion Forum!



Employment Tools

[ISMTE Career Center](#)

[Join ISMTE on LinkedIn™](#)

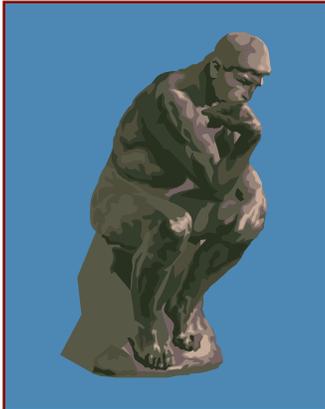
[Get Connected on the ISMTE Discussion Forum](#)

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Conferences
Resources
Links
Supporters
Members Only

This area was constructed to help connect our members with new employment opportunities. Use the links below to guide you as you begin your job search. Employers and recruiters: You now have access to our specialized niche.

<div style="background-color: #004a87; color: white; padding: 5px; margin-bottom: 5px;">Jobseekers</div> <ul style="list-style-type: none"> <li style="margin-bottom: 10px;">• Post an Anonymous Resume Post your resume online today! Whether you're actively or passively seeking work, your online resume is your ticket to great job offers! • View Jobs Access the newest and freshest jobs available to professionals seeking employment. 	<div style="background-color: #004a87; color: white; padding: 5px; margin-bottom: 5px;">Employers / Recruiters</div> <ul style="list-style-type: none"> <li style="margin-bottom: 10px;">• View the Resumes Check out our resumes and only pay for the ones that interest you! We have access to some of the best professionals in the field. • Post a Job Reach the most qualified candidates by posting your job opening on our online Career Center.
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An Interesting Recent Case of Plagiarism

by Ira Salkin, PhD
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Most members would probably agree that plagiarism is better defined than pornography (obscenity), as presented in the writings of Justice Potter Stewart of the US Supreme Court. In 1964, while attempting to explain what is obscene, he noted 'I shall not today attempt further to define the kinds of material I understand to be embraced [by pornography], but I know it when I see it'.

Regarding plagiarism, the standard dictionary defines it as an attempt on the part of an author, 'To steal and pass off the ideas or words of another as one's own without crediting the source.' In many cases, plagiarism in scientific papers is obvious, as when an author uses, verbatim, whole paragraphs or even entire sections from another published work without attribution through quotation marks and/or reference to the initial source. However, in other situations, plagiarism may not be as apparent to either the trained eyes of the reviewers or those less familiar with a paper's scientific aspects, for example managing or technical editors. To illustrate the latter, please review the following two paragraphs;

Increasing cellulose solubility can increase saccharification, therefore providing another potential route to decreasing pretreatment needs. For

example, in algae exopolysaccharides such as acetan, hyaluronan, alginate, levan and chitosan are water soluble. Transgenic expression of levansucrose from the bacterium *Erwinia amylovora* (which mediates the synthesis of water-soluble fructan from sucrose) increases permeability of algal cell walls. Furthermore, transgenic algae expressing exogenous hyaluronan and chitin synthase in the extracellular matrix have increased cellulose production. These studies might become important because algae can potentially be used as a source of biofuel. (From M.B. Sticklen, Plant genetic engineering for biofuel production: towards affordable cellulosic ethanol, *Nature Reviews Genetics* 9:433-443, 2008.)

The final result expected to be a plant that its cell walls are more accessible to the pretreatment enzymes. There are various sources for enzymes that can be tested for this concept: for example, the cell wall of algae and bacteria's capsular exopolysaccharides can provide us a great source of soluble polysaccharides such as: alginate, carrageenan, acetan, hyaluronan, chitosan and levan. Most of the metabolic and genetic pathways for those

polysaccharides are complicated and only few have been fully discovered. In our laboratory, we have expressed levansucrase from *Erwina amylovora* which catalyzes the synthesis of the water-soluble fructan polymer from sucrose using cell wall signal peptide under elongation specific and secondary cell wall development promoters. Transgenic plants have shown significant differences in cell wall structure compare with the wild-type. Chlorella viruses encodes multiple enzymes involve in an extracellular hyaluronan and chitin biosynthesis. Genes encoding hyaluronan synthase and chitin synthase (for the production of chitosan) have successfully introduced into plants extracellular matrix. Such transgenic plants presumably will improve fermentable sugars upon saccharification. (As indicated in the Scientist NewsBlog: From draft of Abramson, *et al.* Plant cell wall reconstruction toward improved lignocellulosic production and processability, *Plant Science* 178:61-72, 2010.)

Having carefully evaluated the two paragraphs, do you find one of the authors plagiarized the work of the other? If so, did Sticklen use the work of Abramson or was it the other way around? (Note the dates of publication of the two papers.)

As Paul Harvey (a radio personality, news presenter, and newspaper columnist for those who may not know or remember) would say, 'Now for the rest of the story' as presented by Bob Grant in his April 1, 2010 posting on The Scientist:NewsBlog (www.the-scientist.com/blog/print/57267/). Dr. Ziv Shani, one of the

authors of the *Plant Science* article, became aware of the similarity of the two paragraphs while reading Dr. Miriam Sticklen's review article in *Nature Reviews Genetics*. He contacted *Plant Science's* reviews editor, Dr. Jonathan Gressel, to ask if Dr. Sticklen had been a reviewer of his paper. While Dr. Gressel could not directly respond to Dr. Shani's question due to his journal's reviewer confidentiality policy, he did indicate in his response that he would look into the matter. What he found, as reported by Mr. Grant in his blog, was that the paragraph in Dr. Sticklen's review, 'was almost identical' to that in Dr. Shani's paper, and Dr. Gressel concluded, 'It was clear to me that it was plagiarism'.

Dr. Gressel contacted the editors of *Nature Reviews Genetics* and Dr. Sticklen's institution, Michigan State University, to make them aware of the results of his investigation. A copy of Dr. Gressel's e-mail was provided to Dr. Shani. While this did reveal that Dr. Sticklen had, in fact, been one of the reviewers of Dr. Shani's article, it was felt the breaking of the journal's reviewer confidentiality policy was warranted in this situation.

The University launched its own inquiry into the situation, eventually finding Dr. Sticklen had plagiarized a paragraph of a paper she peer-reviewed, and this act constituted research misconduct. Upon learning of the results of the University's investigation, the editors of *Nature Reviews Genetics* decided to retract Dr. Sticklen's paper. They indicated this action was required by her paraphrasing, without attribution, the work of others rather than labeling it as plagiarism. This is the first instance in which a paper published in any of the 15 Nature Reviews journals had ever been retracted by the Nature Publishing Group.

Recent Case of Plagiarism

continued

Dr. Sticklen appealed the findings all the way to the office of the University's President. She cited that she had been diagnosed with thrombocythemia, in which her platelets clogged blood vessels in her brain causing, for more than two years, significant issues with her memory and cognitive capabilities. She furnished the University with preliminary medical reports on her condition and asked if the contents of the documents had been considered in the school's investigations. The University indicated in its response to Dr. Sticklen that the investigation committee had been aware of her clinical condition during its deliberation of the incident. They further noted that from the University's perspective there would be no revision of the finding of plagiarism. Furthermore, the school took disciplinary actions, which included greater departmental oversight of Dr. Sticklen's research, publications, and grant applications, as well as making her ineligible to receive internal funding for a period of two years.

In the interim, Dr. Shani's paper was published in *Plant Science* with an editorial note stating the paper contained a paragraph that had been plagiarized. With the retraction of Dr. Sticklen's paper from *Nature Reviews Genetics* and the subsequent publication of his own paper, Dr. Shani indicated he and his co-authors were satisfied the incident had been appropriately and professionally managed by all concerned and the originality of their work had been acknowledged. Dr. Sticklen remains on medical leave from her duties at the University.

I realize the determination of plagiarism is based, to a great extent, on the familiarity of the topic by those involved in the editorial processing of a submission. However, if

presented with these two paragraphs, would you suspect plagiarism and run them through plagiarism-checking software? Since the editor-in-chief or even the associate editors are not necessarily sufficiently conversant with all aspects of the submissions received by their journals, who then should make the determination of plagiarism? Unlike pornography, the scientific and editorial staff in many instances may not know plagiarism when they see it. In light of the Sticklen case, perhaps it's time to reevaluate and update current policies on plagiarism, or if none exist, to draft procedures for dealing with this highly charged matter. Assistance can be obtained from, among other numerous sources, the following sites:

Committee on Publication Ethics (<http://publicationethics.org/>) contains an entire section discussing plagiarism (enter the search term plagiarism), as well as guidelines for managing incidents involving plagiarism;

Council of Science Editors (www.councilscienceeditors.org/) has posted the 2009 update of its white paper on *Promoting Integrity in Scientific Journal Publications*, which can be downloaded at www.councilscienceeditors.org/editorial_policies/white_paper.cfm; and

Office of Research Integrity of the US Department of Health and Human Services (<http://ori.hhs.gov/education/products/plagiarism/index.shtml>) contains a fairly complete guide to ethical writing which discusses avoiding plagiarism, self-plagiarism, and other questionable writing practices.



It's Time to Break New Ground

by Katy Ladbrook

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I write this article from my society's conference in Edinburgh, where I am recovering from having to speak at the plenary session. This year the society invited the editor, one of our associate editors, and me to talk about the journal and impart advice to trainees on how to make a successful submission. I'm used to working on my own and only contacting the editorial team via e-mail, so I was a bit daunted to find myself microphoned-up and in front of hundreds of people!

I've worked for the British Geriatric Society's journal for seven years as an editorial manager. It's a great organization, and my inner geek finds the job very satisfying. Recently, I've also taken on a bit of freelance work as a journalist and for Oxford University Press' Virtual Editorial Office. The three jobs complement each other very well, and I am always finding that skills learned in one position can be applied in another.

My background was more in design for print than the editorial process. I graduated from art school in 2001 with a degree in illustration, but wasn't really getting anywhere with children's books and cartoons. Along the way I had studied printmaking, typesetting (proper old fashioned typesetting!), and was particularly interested in page layout design, so I tried that angle to break into employment. The job market was, as now,

flooded with graphic designers and I couldn't compete for even the most gruelling entry-level jobs. However, I cast about for voluntary work and designed printed material for charities alongside working in call centers. The work experience started building up and I discovered I actually preferred the organizational process of bringing a publication together, not just the design aspect. This roundabout route brought me to an area of work I never knew existed, but is now a huge part of my life.

I was chuffed to bits to get a job as an editorial assistant and had two weeks of training with my predecessor. There was a lot to learn, and after she had gone I had to be pretty self sufficient. Luckily I had two fantastic sources of support: the production team at Oxford University Press (OUP) and the medical secretaries who worked for the editor. Most of us will have worked with a medical or academic secretary and will know how super-human they are. Over the years I have recognized a condition I call Mad Professor Syndrome (MPS) where an academic has become so clever and focused on their area of expertise that their specialized knowledge has begun to displace their common sense and often, sadly, social skills. Without the help of their medical secretaries, many sufferers of MPS would be unable to function, even to be aware to which country they would be flying

that afternoon. These multitasking, workload-busting wonder women are indirectly contributing to medical and scientific development. And they *always* have biscuits.

When I first got an e-mail from ISMTE, announcing their formation and conference, it felt like a lifeline. It was so encouraging to have our roles recognized as skilled and distinct jobs. My society was very supportive and sent me off to the first conference in London. It was inspiring, not just to suddenly be meeting loads of editorial workers after not knowing any, but to be seeing this fledgling organization taking shape. I wanted to get stuck in and was introduced to Jason, Elizabeth, Flory, and Wendy, who invited me to help moderate the ISMTE forum. The online discussion forum is open to all members and is a great resource; whenever I have posted up a query I've had really useful feedback and generally on the same day of posting. The advice shared on the forum is excellent and has been a great practical help to me.

At the time of joining ISMTE I was trying to get my job title changed from editorial assistant to something more representative of the wider remit into which the job had grown. I was, and am still, a member of the National Union of Journalists, which takes care of all journalistic professions. The union had helped me to benchmark my salary with other members who did similar work, but admitted there was not much understanding of my role within publishing. ISMTE helped to complete the picture and I was able to make the case for my title to be changed to editorial manager. This may not seem significant, but I believe having an appropriate job title is very important. One of the issues I campaign on is

the gender pay gap. In the United Kingdom, 40 years after the Equal Pay Act, women still earn significantly less than men for the same work. Whether you are a man or a woman, one of the most practical ways to address inequality of pay is to ensure the hours you work and the type of work you do is recognized. This protects not just the worker, but the organization and the wider industry. I'd encourage more openness and understanding about editorial office work, particularly a standardization of job titles and descriptions.

I'm also very interested in openness in publishing. I love the way new media platforms and social networks are enabling more people to contribute their experiences and opinions. I'd much rather read an article from an unpaid eye witness in a conflict zone than one by a staff journalist churning out celebrity twaddle. That's not news! It's fantastic that now anyone can publish a blog or put together a newsletter. Even just a few years ago there wasn't the availability of desktop publishing resources, and the charities I worked for had very limited budgets or skills. I worked for one group who literally cut and pasted content onto master pages for photocopy. Now more people have print and online publishing skills and access to quality, affordable software and tools. I'm really passionate about this and want to shamelessly plug resources such as Weebly, Scribus, GIMP, and OpenOffice, which are made available for free and are easy to use.

Even in academic peer-review I think we are seeing a shake up in process and platforms. At OUP's Journals conference last week, editors were asking this question: what is the future of the research article? The definitive

New Ground

continued

article is no longer the one in print but the electronic version on the journal's website. Accepted manuscripts are cited as published before they are printed. They get updated, linked through, and enriched with supplementary data while the print version is static. Readers leave comments online, which are replied to, criticized, and developed long after the formal peer review has ended. There are some exciting, futuristic developments to our working process, but there are also

concerns that the strength and credibility of peer review may be degraded.

I think we will all see some big changes in our working lives. I hope that by sharing ideas we can develop the best working practices and support each other. We need to protect the good aspects of peer review but also consider new ways of working. I'd love to know what you think about this. Come and say 'hi' on the ISMTE forum and let's break new ground!



SOCIETY UPDATE

ISMTE Annual Meetings - 2010

Registration for the North American Conference is now open!

Registration: [Log in to register](#) if you are a current member of ISMTE, have been a member in the past, or have attended past ISMTE Conferences. (Don't know your username or password? Use the "[Lost Password?](#)" link to find your information. New to ISMTE? [Create an account here.](#))

[Click here to see the conference agendas.](#)

Washington, DC

August 3-4, 2010 with an opening reception and registration the evening of August 2.

Oxford

October 19, 2010 at St. Hugh's College.

Calendar of Events

ScholarOne User Conference

2-4 May 2010

Charlottesville, VA, USA

<https://www.onlineregistrationcenter.com/register.asp?m=192&c=9447>

Introduction to Journals Publishing

4 May 2010

Washington, DC, USA

<http://alpsp.allenmm.com>

High Impact Online Marketing: How to Market Your Journals in the Era of Online Communities and Social Media Marketing

7 May 2010

Washington, DC, USA

<http://alpsp.allenmm.com>

Taking eBooks to Market

11 May 2010

London, UK www.alpsp.org

Journal Development

11 May 2010

Washington, DC, USA

<http://alpsp.allenmm.com>

Council of Science Editors

14-18 May 2010

Atlanta, GA, USA

www.councilscienceeditors.org

The Journal Editorial Office

19 May 2010

London, UK

www.alpsp.org

Effective Journals Marketing

9 June 2010

London, UK

www.alpsp.org

Editorial Manager User Group Meeting

17-18 June 2010, Cambridge, MA, USA

www.editorialmanager.com

Journal Development

16 June 2010

London, UK

www.alpsp.org

Understanding Copyright

23 June 2010

London, UK

www.alpsp.org

Introduction to Journals Publishing

30 June 2010

Oxford, UK

www.alpsp.org

Web 2.0 Online Communities & Social Media

5 July 2010

London, UK

www.alpsp.org

ISMTE US Conference

3-4 August 2010

Washington, DC, USA

www.ismte.org

International Academy of Nursing Editors

11-14 August 2010

Brisbane, Queensland, Australia

www.nursingeditors-inane.org/events.html

ISMTE European Conference

19 October 2010

Oxford, UK

www.ismte.org

*Do you have something to add to the calendar?
Contact the Editor: kristen.overstreet@mac.com.*

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ISMTE *EON*

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