

STM Conference 2018

Diversity of Editorial Boards: A Call for Industry Collaboration

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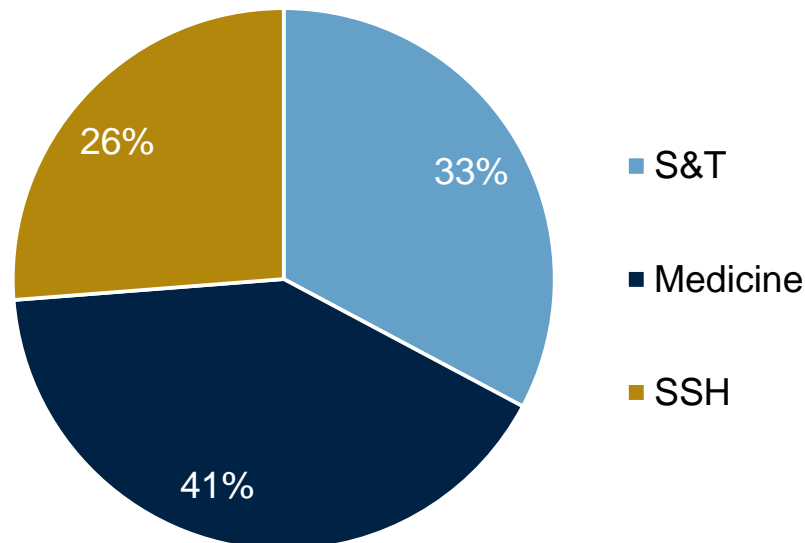
Overview

- **Case Study 1: Diversity and Inclusion Survey**
- **Case Study 2: Best Practice for Hiring New Editors**
- **Case Study 3: Diversifying the Editorial Board**

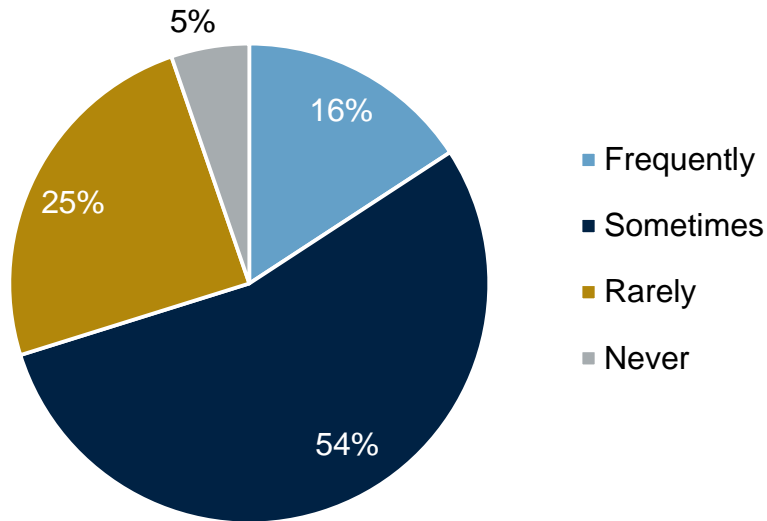
Current picture of T&F Editorial

- **A Diversity & Inclusion Survey was sent to T&F Global Editorial for those who currently manage journals**
- **9 required multiple choice & 6 optional open-ended questions**
- **57 respondents answered within a 2-week deadline (Oct. 25-Nov. 9, 2018)**

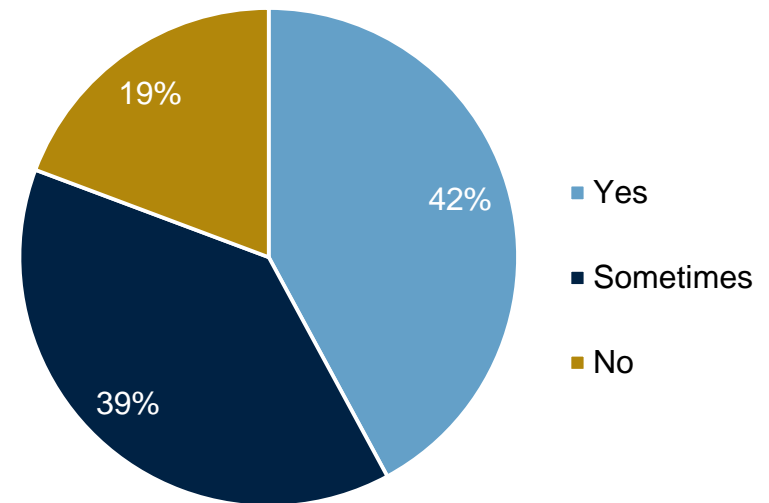
Do you work with journals in S&T, Medicine, or SSH? (please check all that apply)



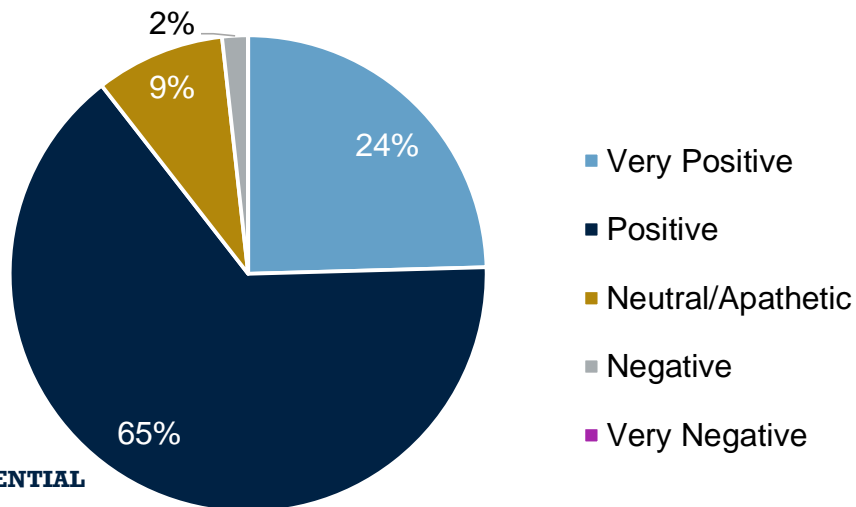
How often do you have conversations with your editors regarding D&I in their journals?



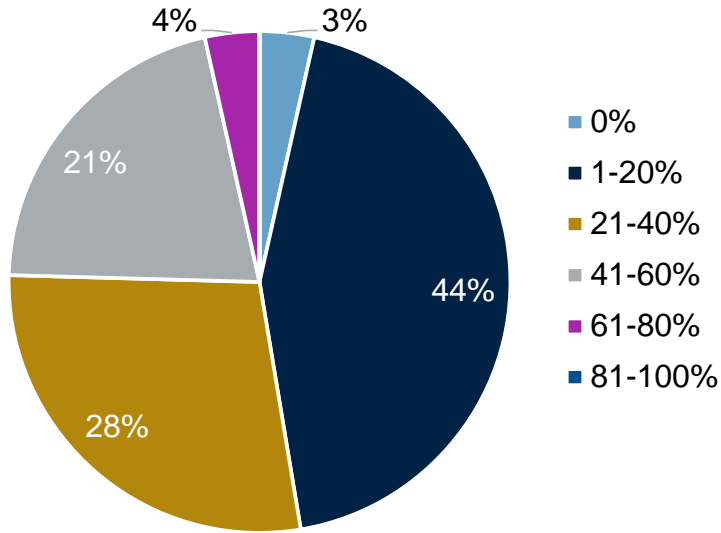
When you interview/onboard new editors, do you discuss D&I?



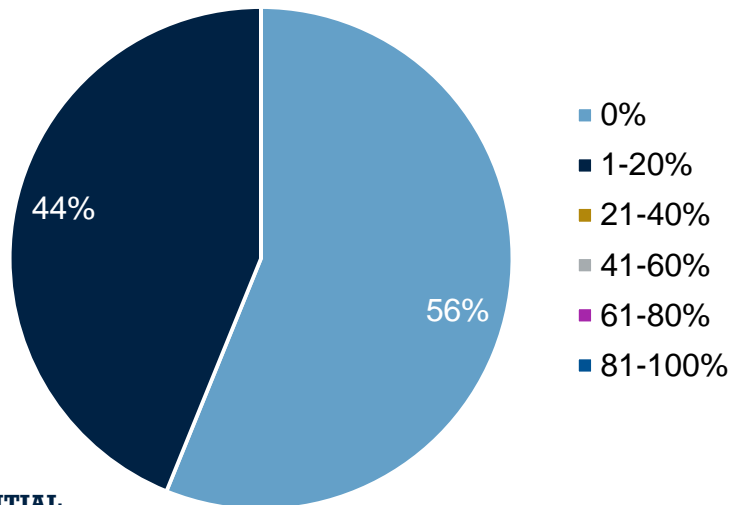
When you discuss D&I, how positive have your editors been generally?



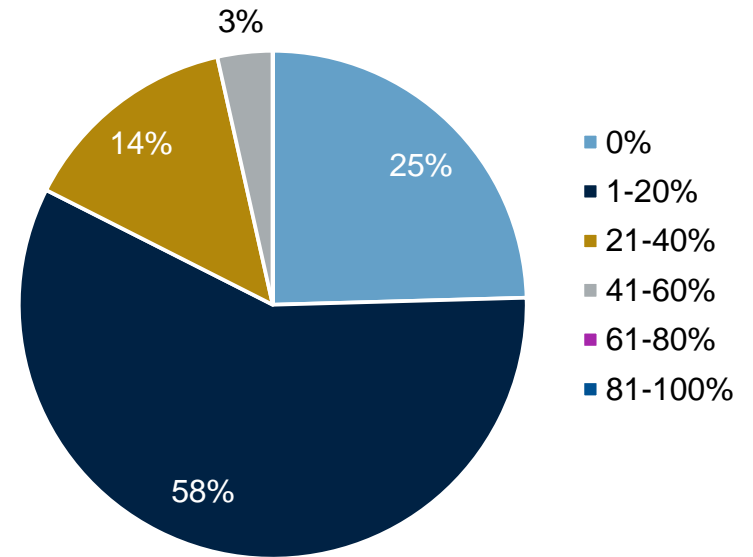
Approximately what proportion of your Editors-in-Chief are women?



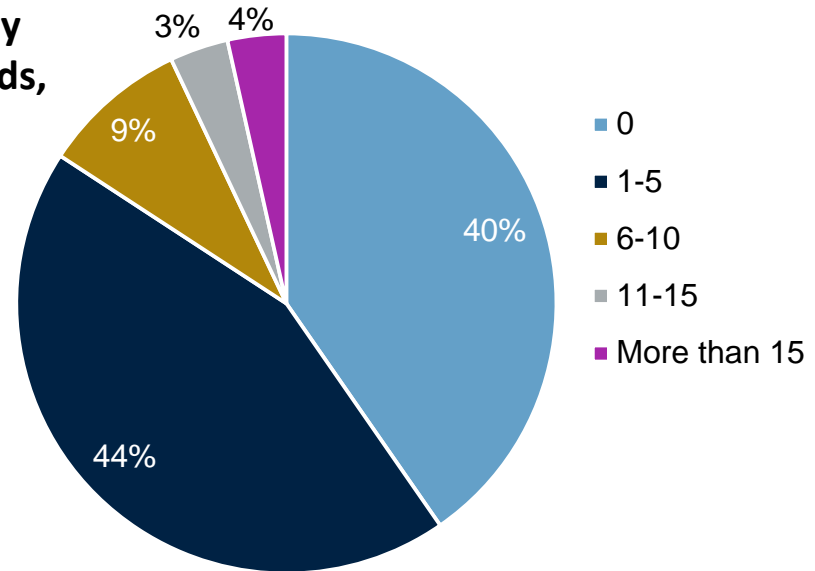
Approximately what proportion of your Editors-in-Chief are women of color?



Approximately what proportion of your Editors-in-Chief are people of color?



About how many journals on your list actively promote D&I through activities such as awards, collaborations, etc.?



Summary of open-ended responses:

- Editors are generally positive, but little follow-through unless they are an Editor of a society-owned title.
- Majority of respondents provide gender & regional breakdowns of boards to editors to encourage the conversations. Often Editors aren't aware if there are disparities.
- Journals often engage with D&I by doing special issues that highlight women researchers or people of color. Some journals sponsor awards or scholarships.
- Some respondents are keen to encourage more mentoring by Editors and within the Editorial Boards.
- Most answered that they would like to learn more about how to promote D&I or are unsure of how to do so.

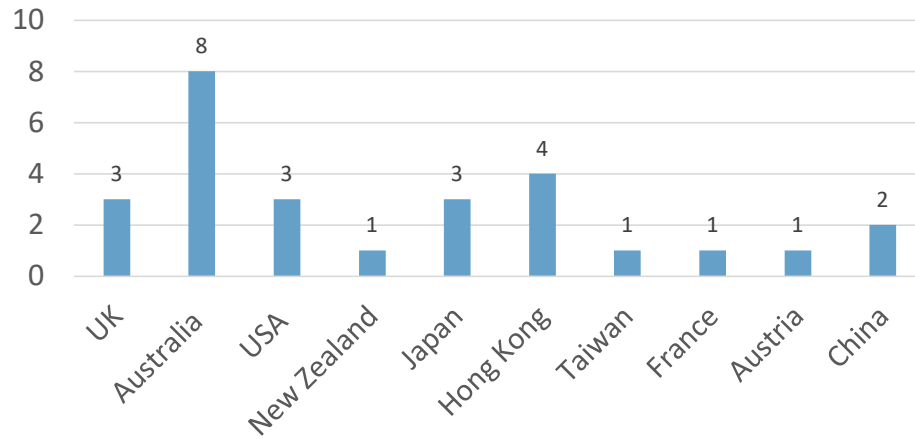
Geographic Diversity on Editorial Boards

We analysed the composition of the Editorial Boards of the top 10 Asian Studies journals and the top 10 African Studies Journals in the 2016 Journal Citation Reports (Area Studies category).

Asian Studies Journals	JCR Rank	African Studies Journals	JCR Rank
China Quarterly	1	African Affairs	1
China Journal	2	Journal of East African Studies	2
Journal of Contemporary China	3	Journal of Modern African Studies	3
Asia Pacific Viewpoint	4	Review of African Political Economy	4
Journal of Contemporary Asia	5	African Studies Review	5
The Pacific Review	6	Africa	6
China Information	7	Journal of Southern African Studies	7
China Review - An Interdisciplinary Journal on Greater China	8	Journal of Asian and African Studies	8
Bulletin of Indonesian Economic Studies	9	Social Dynamics - A Journal of African Studies	9
Journal of Asian Studies	10	Africa Spectrum	10

Geographic Representation among Editors

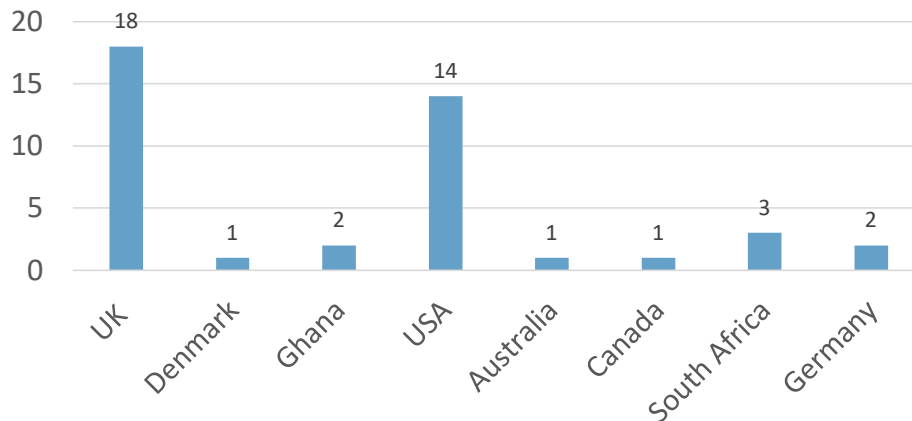
Editor Affiliation Location, Top 10 JCR Asian Studies Journals



Asian Studies

- Of 27 Editors across the top 10 Asian Studies journals, only 10 are based in Asia.
- Only Japan, Hong Kong, Taiwan and China are represented from Asia.

Editor Affiliation Location, Top 10 JCR African Studies Journals

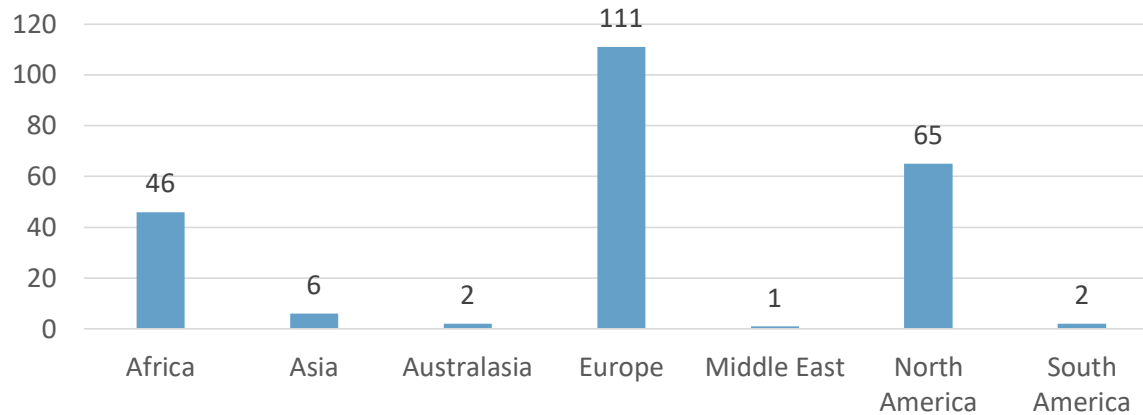


African Studies

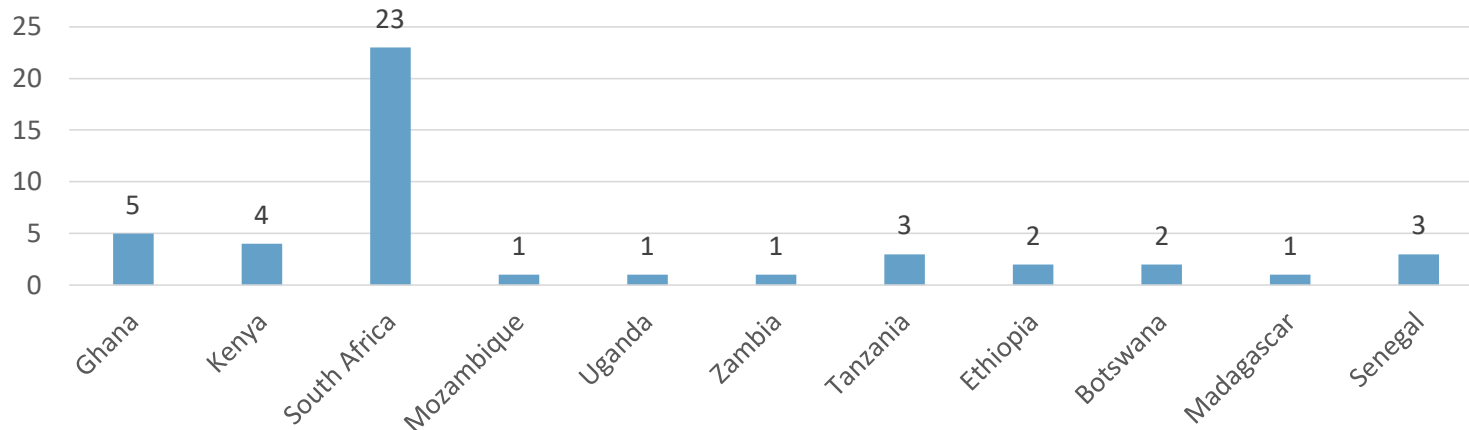
- Of 42 Editors across the top 10 African Studies journals, only 5 are based in Africa.
- Only South Africa and Ghana are represented from Africa.

African Studies Journals Editorial Board Composition

Top 10 JCR African Studies Journals Editorial Board Composition

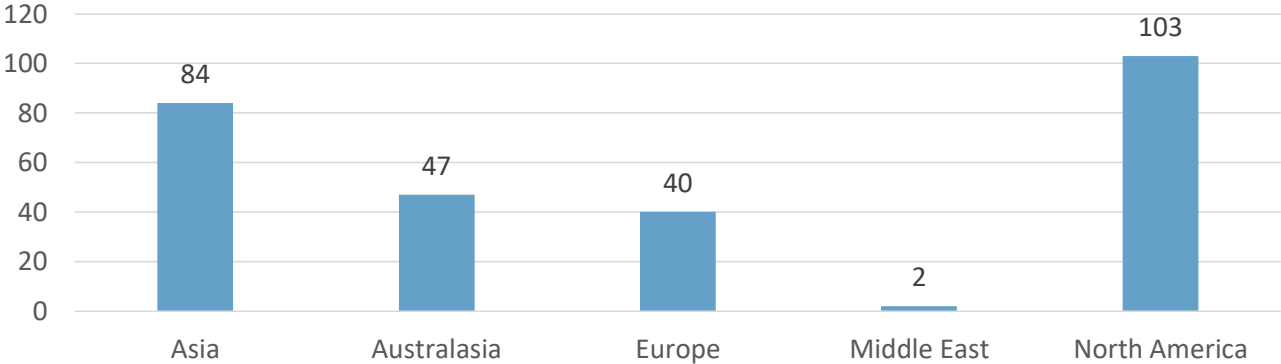


Top 10 JCR African Studies Journals Editorial Board Composition from Africa

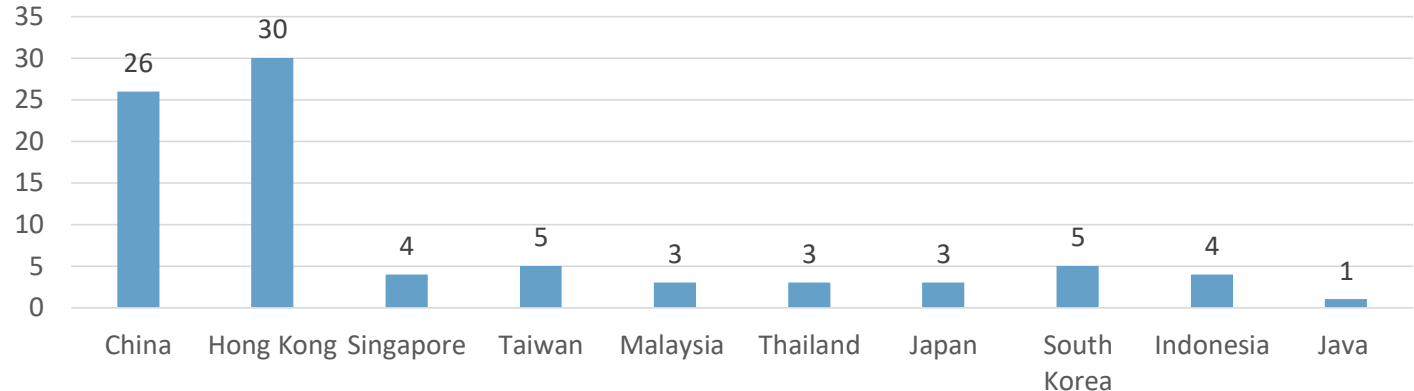


Asian Studies Journals Editorial Board Composition

Top 10 JCR Asian Studies Journals Editorial Board Composition



Top 10 JCR Asian Studies Journals Editorial Board Composition from Asia



Case Study: Critical African Studies

Critical African Studies

Call for Editor

Deadline: 30 April 2017

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Critical African Studies is currently recruiting an editor based in an African university or research institution. The successful applicant will join our interdisciplinary, collegial Editorial Board to help further the journal's overarching ambition of returning Africanist scholarship to the heart of theoretical innovation. We intend this to be the first of several Africa-based editorial positions as the Board redoubles its commitment to international academic exchange and decolonizing the academy.

The workload requires each editor to take responsibility for one special issue at various stages of development at any given time (resulting in around one special issue per editor every two years); as well as to manage individual submissions (between 3-6 per year) - assigning reviewers and helping moderate feedback and edits before publication. In addition to managing publications, the editor will also

be required to take part in four editorial board meetings per year (via Skype if based in Africa) and contribute to the forward planning and strategic development and growth of the journal.

We welcome applications from all academic disciplines within African Studies, and from both early career and more established scholars. It is vital that applicants are committed to advancing new intellectual agendas and avenues of enquiry, as well as providing support and leadership to fellow members of the Editorial Board and to authors. The successful applicant will have a PhD and a track record of successful peer-reviewed publications. They should be able to demonstrate their commitment to our aims and objectives and be able to clearly identify the contribution they will bring to the editorial team.

How to apply

To apply, please send an academic CV and one page covering letter to Editorial Board Chairs, Drs Lizelle Bisschoff and Zoe Marks, at critical.african.studies@ed.ac.uk by 30 April 2017.

Targeted call for Editors based in the region

Issue of representation, inclusion and knowledge access

Appointed Editors from the University of Cape Town, South Africa and Midlands State University, Zimbabwe

1. Decolonizing gatekeepers
2. Whether to mandate that special issues must include African or Africa-based authors
3. Special issue on decolonizing the academy

Moving the journal base

Currently in discussions about moving the journal's 'home' from the University of Edinburgh to the University of Cape Town.

Case Study: Review of African Political Economy



ROAPE journal @ROAPEjournal · May 15

The Review of African Political Economy is looking for an affiliate to join the journal's Editorial Working Group (EWG) for a year starting from October 2018. The deadline for applications is the end of Sunday 10 June 2018. Please follow link roape.net/2018/05/15/roa...



Affiliate programme

Several years ago, the journal started an affiliate programme. ECRs who are currently based in the UK can apply for a one year affiliate term on the journal's Editorial Working Group (EWG).

The group is particularly keen to encourage postdocs from Africa, and current and past affiliates have originated from Ethiopia, Ghana, Nigeria and South Africa.

A number of these scholars have subsequently been elected to the International Advisory Board or to the Board of Contributing Editors.

How Can Publishers Collaborate To Increase Editorial Board Diversity?

Some initial thoughts...

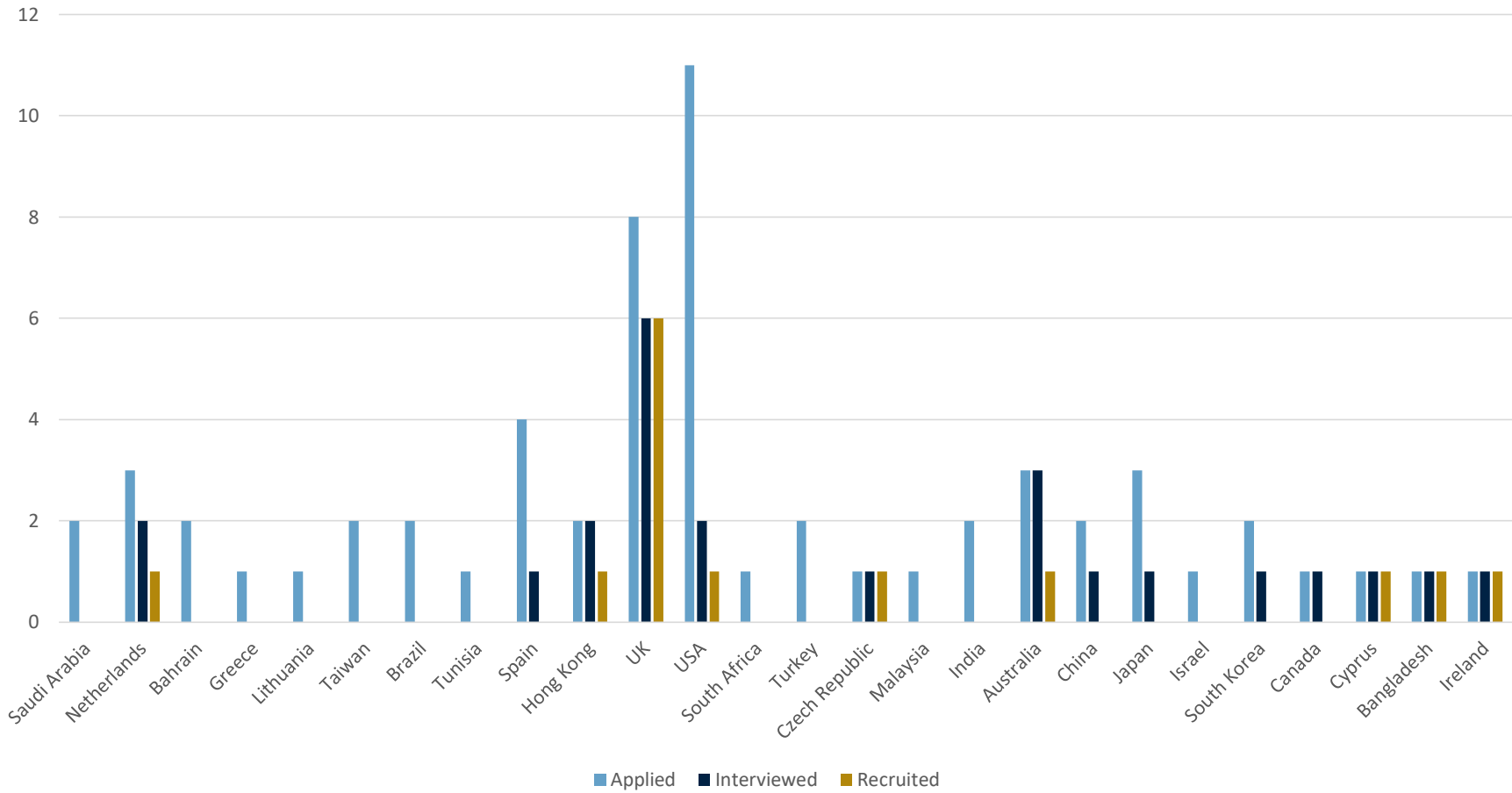
- **Collaborate in questioning the status quo** – an essential part in raising awareness and making the case for change involves gathering evidence (over time) on levels of representation.
- **Key figure detection and cultivation** – using the research knowledge tools available to them, publishers can assist in identifying trends in research using country and institution profiling and finding ‘up and coming’ researchers (potential Editorial Board members).
- **Academic Editor ‘career development’ support** – publishers can make a contribution to the training in peer review and ultimately to the career development of future Board members and Editors, with a view to diversifying Editorship.
- **Access and Authorship Initiatives** – dissemination, access and authorship initiatives; use of networks for driving reach, impact and engagement.
- **Advisory vs Editorial Boards** – some journals have regional Advisory Boards with those scholars playing a smaller role; can those researchers be ‘promoted’ to the Editorial Board?

Gender Diversity on Editorial Boards

- 12 journals recruited new editors in 2016. 4 used an open call.
 - 61 applicants (all methods). 56 Male (92%), 5 Female (8%)
 - 25 people were interviewed*. 23 male (92%), 2 female (8%)
 - 13 people appointed: 12 male (92%), 1 female (8% - as part of co-editorship with a male)

Gender Diversity on Editorial Boards

Geography of Recruitment

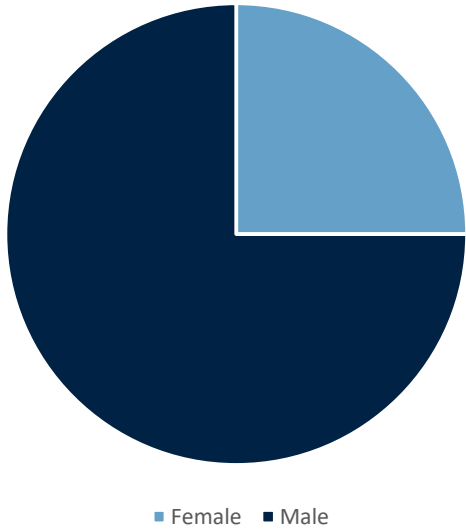


Steps taken...

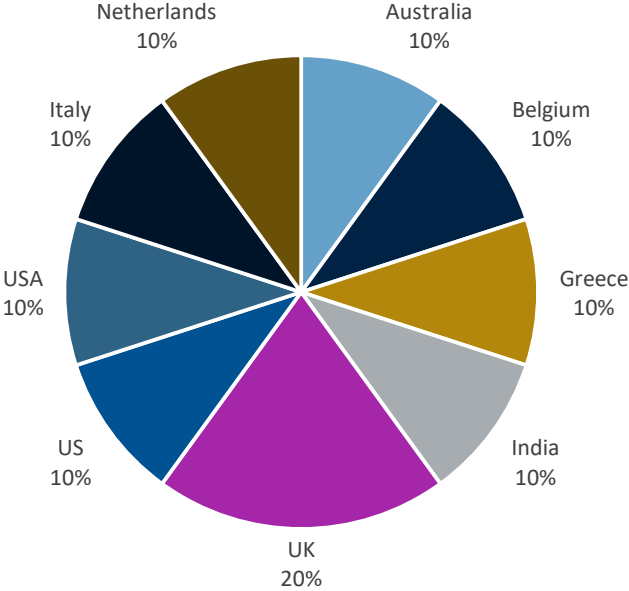
- Review the call for editor advert
- Widely disseminate the advert
- Blind the application process
- Use consistent interview practice – standard questions, with a panel

Case Study Results

Gender split of applicants

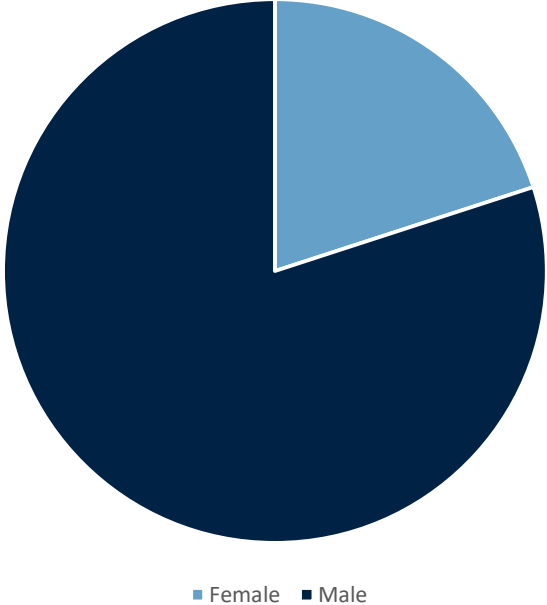


Geography of Applicants

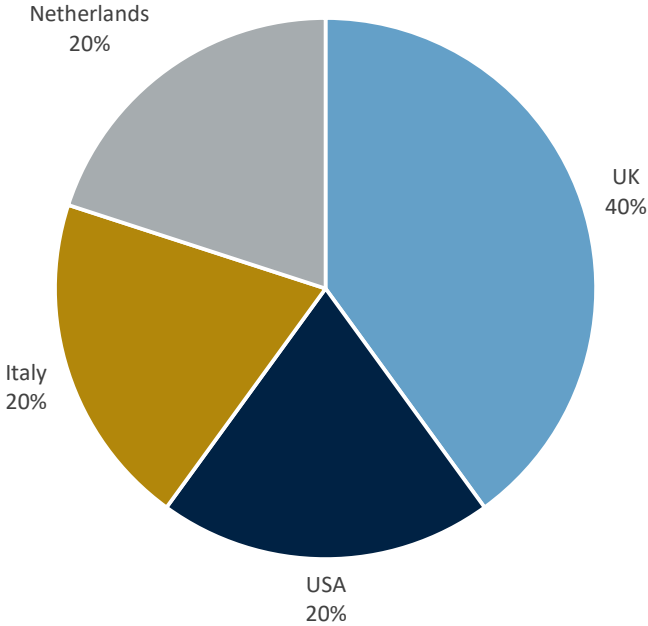


Case Study Results

Gender of Appointees



Geography of Appointees



Considerations in Diversity Projects

- **Beware of bias**
- **What are the internal and external barriers that the Publishing industry could - and should - be helping to remove?**
- **What tools and programmes can we use to effect change?**
- **What should be the timeframes for change?**
- **What data do we need to collect for current and future needs?**
- **What are the benchmarks?**
- **How do we collaborate with system vendors and people who handle data out of house?**

Thank You

Any Questions?

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