

WILEY

Early Career
Boards



Engaging Early Career Researchers

Goal: to support career development within your communities.

Early Career Researchers (ECRs) are an integral and highly valued part of any society member community. Supporting their development is critical to delivering journal Editors, society executives, and leading authors of tomorrow.

Initiatives to attract ECRs to your journal include:

- Publishing content and training resources aimed specifically at ECRs – we have over **5K subscribers** to our webinar channel.
- **Author Promotion Guide** and resources to help promote research impact, gain recognition, and progress career.
- Hosting **200+ webinars, events and mentorships** each year.
- Supporting junior colleagues with a **mentorship** peer review program.
- **Recognition** initiatives, and career prizes, to promote **development** and recognize **impact**.

In Practice

Our Early Career Researcher webinar, '**How to Get Published in Academic Journals**', resulted in:

- **7,134** registrations
- **2,826** live attendees



The Role of ECR Board members

The responsibilities of ECR Board members usually include:

- Conducting reviews for at least six submissions to the journal annually;
- Submitting at least two manuscripts as the lead author to the journal within the term (which will be processed like any other regular submissions);
- Serving as an ambassador of the journal and promote the journal via social media, conferences, and other channels;
- Providing consultation on manuscripts to the journal editors at their request;
- Assisting with special issues under the guidance and discretion of the journal editors;
- Being encouraged to propose and prepare review and prospective articles for publication

Setting Up an Early Career Board

Establishing and Maintaining your Early Career Researcher (ECR) Board

<p>How would an ECR board benefit my journal? ECRs are at the forefront of new ways of doing and publishing research. They are:</p> <ul style="list-style-type: none"> • Ahead of the curve in terms of exciting new developments in the field • Able to share valuable perspectives about how ECRs choose journals to submit to • An asset to the reviewer pool (with the option to match an ECR member with an Associate Editor or Editorial Board Member as a mentor) • Advocates and ambassadors for the journal via promotion at conferences and social media • Able to share ideas regarding commissioning or creating curated content around a hot topic • Able to become future engaged board members • Contribute to a loyal author base for the journal 	<p>How to maintain a successful ECR board?</p> <ul style="list-style-type: none"> • Set clear objectives and assignments with deadlines, e.g. commissioning tasks and social media activity • Regularly refresh members (e.g. 2-year intervals) and encourage the outgoing member to recommend the next appointee. <i>Note: ECR board members do not need to be contracted unless they are making final decisions on manuscripts</i> • Appoint an ECR chair to lead the board • Require regular attendance at editorial board meetings, with a view to report on the ECR board's progress • Charge with leading author workshops at conferences • At the EIC's discretion, provide an opportunity for the ECR board to meet independently from the existing editorial board (online meetings quarterly) • Provide ways for the board to have autonomy (not just to be treated as an extension of the reviewer pool) • Provide opportunities for the board to have input on journal strategies
<p>How to recruit an ECR board? Appointing an ECR board doesn't have to be a lengthy process. You are looking for enthusiastic candidates who are eager to learn and engage with the journal.</p> <ul style="list-style-type: none"> • Can be tailored to journal needs and procedures including activities such as commissioning special issues, guest editing and peer review. • Diversity strengthens knowledge. Make appointments with Diversity, Equity, and Inclusion in mind: use open calls; seek gender parity reflective of the community; post ads targeting researcher minority community groups • Each ECR could be matched with one mentor; one of the Associate Editors based on preference and area of expertise • You could also involve the existing editorial board in nominating the first cohort of appointees 	<p>How does this benefit ECRs? Through working with journal teams, ECRs are able to gain:</p> <ul style="list-style-type: none"> • Valuable experience in the editorial workings of a journal – guest editing special issues etc. • Increased visibility - their name is featured on the journal website and journal inside cover • Complimentary online access to journal • Feedback and instruction from their mentors for writing quality reviews • Exposure to the latest research • Reviewer credits • Experience to include on their curriculum vitae
<p>How to define an ECR? We are happy to take advice from the Editors on this, but the general definition applies to PhD students and early post-doctoral researchers.</p> <p>You may also want to consider what language you use to name the ECR board. For example, use of the word 'junior' could imply lack of competency/prestige. Some ECR boards in existence are referred to as 'Rising Star Board,' 'Associate Editorial Board' and 'Early Career Researcher Board.'</p>	<p>Resources:</p> <ul style="list-style-type: none"> • Early Career Researcher Editorial Boards: Turning Engagement into Inclusion • The Creation of a Junior Editorial Board: Generating Opportunities for ECRs While Revitalizing a Journal • "What's Diversity Got to Do With it?" Reflections on Editorial Board Diversity • Diversity in Decision Making - Webinar • Early Career Researcher (ECR) Editorial Boards: Your Questions Answered • Key initiatives for Editors to Support Early Career Researchers • How to Improve Academic Publishing for Early Career Researchers: Our Letter to the editor

Resources

- [Key initiatives for Editors to Support Early Career Researchers](#)
- [Early career researcher editorial boards: turning engagement into inclusion](#)
- [The Creation of a Junior Editorial Board: Generating Opportunities for ECRs While Revitalizing a Journal](#)
- [Early Career Researcher \(ECR\) Editorial Boards: Your questions answered](#)

- [*Magnetic Resonance in Chemistry* Associate Advisory Board](#)
- [Introducing the MRC Associate Advisory Board](#)