

**[Slide 1]**

**Awish Aslam:**

Thank you for joining us for the final event in the spring 2020 Student Professional Development Series. Today's webinar is titled, "**From Presentation to Publication**". This panel is intended to provide graduate students with an overview of how to prepare a manuscript for publication.

**[Slide 2]**

**Awish Aslam:**

Before we get started, I should let everyone know that audience members are muted to limit background noise. If you have questions during the panel, we encourage you to submit those through the Q&A function, which you can find at the bottom of your screen. Your questions will be visible to all attendees and panelists and audience members. You can also upvote questions to prioritize them. The panelists will address questions during the open Q&A period volunteer day's discussion.

**[Slide 3]**

**Awish Aslam:**

My name is Awish Aslam and I am the chair and central rep for the (CSA) student concerns subcommittee. Our subcommittee also includes our Eastern rep Emma Kay, and our Western rep Nicole Malette. Of course, this series would not be possible without the Canadian Sociological Association and we would like to thank them for sponsoring this initiative. And, a huge thank you to Sherry Fox, the executive director for the CSA for working with us to plan and organize this series. We'd also like to thank everyone in the audience who submitted feedback when registering for this panel. Your questions and comments were used to guide today's discussion.

**[Slide 4]**

**Awish Aslam:**

We are very fortunate to be joined by three wonderful panelists. Our first panelist is Dr. Tracey Adams. Dr. Adams is a professor in the Department of Sociology at the University of Western Ontario. She spent several years as an associate editor, managing editor and is now the executive editor of the *Canadian Review of Sociology*. Dr. Adams is also on the associate editorial board for *Work, Employment and Society*, and the *Journal of Professions and Organizations* and she's also served on the editorial board for *Gender and Society*.

**[Slide 5]**

**Awish Aslam:**

Our next panelist is Dr. Pallavi Banerjee. Dr. Banerjee is an assistant professor in the Department of Sociology at the University of Calgary. Her work has been published in *Context, American Behavioral Scientists and Sociological Forum*. In an effort to introduce the sociological lens in the public discourse, Dr. Banerjee regularly engages with the media and shares her research through op-eds and blogs. Her forthcoming book *Dismantling Dependence: Gendered Migrations Visa Regimes and Construction of Dependence among High Skilled Indian Migrant Families*, by New York University Press, draws on field work from her doctoral project and beyond.

**[Slide 6]**

**Awish Aslam:**

Our final panelist, Dr. Lori Wilkinson, is a professor in the Department of Sociology and Criminology at the University of Manitoba. Dr. Wilkinson's recent publications include a co-edited book, *Understanding the Outcomes of Refugees, Canada and Germany Compared* and a special issue of *Canadian Diversity*, which she co-edited. Her research has also been published in several international and national academic journals and reports to national and international governments. Dr. Wilkinson was also the editor in chief of the *Journal of international Migration and Integration* for seven years.

**[Slide 7]**

**Awish Aslam:**

Thank you all for taking part in this panel. Just before we start our discussion, we'd like to get an idea of how much experience today's audience might have with the publishing process. I'll give you all a few seconds to respond to the poll that's appearing on your screen.

Have you had your work published in an academic journal?

- Not yet. I'm new at this.
- Yes, I have published on my own or with co-author(s).
- Yes, I have multiple publications.

It looks like just under half of our attendees are new at this. So that's good and hopefully there'll be a lot to take away. Just over half of you have published something, either on your own or possibly have multiple publications. Hopefully there's something for everyone in this panel.

Our first question today is; **How do you approach the process of turning a conference presentation into a publishable paper?** Dr. Adams, could you please begin the discussion for this question?

**[Group Discussion]**

**Dr. Tracey Adams:**

Thank you for having me here today. And I'm happy to get the conversation started. Of course, how you turn a presentation into a publishable paper really depends, to some extent, on the stage that the presentation is in. Sometimes when you're presenting at a conference, you're presenting a paper that's in draft form, and you want to get some feedback. Other times, you're just putting together PowerPoint slides to present the findings of research that is ongoing or completed. Either way, what you do for presentation is going to be different. You tend to focus on the findings, you'll provide a bit of context, but the emphasis really is on what you did and what you found. Whereas the publishable paper will have a different balance. You'll have to situate what you're doing much more completely in the literature and in relevant theory. If applicable, you'll have to discuss the methodology with a lot more rigor, elaborate on your findings, and just have a bit more structure. As you are revising that presentation into a publishable paper, you're going to want to think a bit more about what the contribution is that you want to make. This is especially true if you've presented something that is a series of findings from a study that you're doing. In a publishable paper, you might not actually be able to present all the

findings. You'll want to focus on a few you think are particularly impactful. You are going to narrow your focus and understand where you think you can make a contribution.

And then as you revise the paper for publication, it's really helpful to have a journal or a few journals in mind. Because how you frame the paper will really depend on the type of journal and its mandate. Are you going to submit to a generalist journal or is it going to be a specialist journal? Is it a sociology journal or an interdisciplinary journal? Is that a more theoretical-oriented or an empirical-oriented journal? What kinds of articles are being published in these journals? What is the required article length? All those decisions would end up producing very different papers. I would recommend that you spend some time looking at different journals, reviewing mission statements, considering the kinds of work that they publish, look at the kind of work you're drawing on in your literature review. Where is work in your field being published? Where can you make the contribution? Who is the audience that will be interested in reading your work? And of course, if you have a question about an article's suitability for certain journals, you can email the editor to ask about it.

But once you have an idea of the few journals you might want to target then you can just design the article. An article aimed at a sociology journal will look different than one at an interdisciplinary journal. You'll be drawing on different literature and you'll be speaking to different audiences. Also keep in mind the journal itself. An editor from another journal has said to me that they consider their journal a conversation and they want new publications to really contribute to that conversation. So, it does help if you have a sense of the journal that you're aiming for. What kinds of conversations are going on in that journal? How are you going to contribute to that? Then once you've done that, again, it's about revising the pieces. Making sure the literature is geared towards the journal, include citations from the journal, engaging the debates that that the journal is engaging in, really lay out that literature review, clarify your methods, make sure those are sharp and clear, clarify your research questions, clarify your contribution. This is going to involve a lot of editing and rewriting and a lot of consideration. But, it is not necessary to do this alone, even if this is a sole authored paper. You really should be sharing drafts of your paper with colleagues and supervisors (anyone really who's willing to give feedback) because it can be really hard to know when a paper is ready for submission. The feedback you get from the people you circulated to will really let you know if it's ready. And, I guess, other issues will be discussed during this panel, but you'll want to make sure that the paper is formatted for a journal and follows their style guide if there is one.

**Awish Aslam:**

Great, thank you. Do any of our other panelists want to speak to that question?

**Dr. Pallavi Banerjee:**

I'll just add a couple things to Dr. Adams' advice regarding really great directionality in which you could turn a conference paper into a publishable paper. I think another strategy that I often tell my students to take into account, is which conferences to send your papers to. For instance, a lot of sociology conferences in Canada, as well as internationally, require you to send in an abstract. When you're sending in an abstract, your work can be at any stage and it does not have to be a paper (and you do not even have to have conceptualized a paper). Oftentimes, if you should select a conference (it does not have to be every year, every other year) where you need to submit a nearly full or working paper, it

will usually go through a conference review process. Then you can solicit particular feedback at the conference around the paper and sort of mold it into more of a publishable paper. Therefore, selecting conferences can also play a role in converting your presentation into a publishable paper sooner than later.

**Awish Aslam:**

Thank you. Lori, did you want to add any thoughts?

**Dr. Lori Wilkinson:**

Yes, please. But before I do, I'd like to acknowledge that since I'm in Winnipeg, I'm sitting in the home traditional homelands of the Anishinaabeg peoples, Cree, Oji-Cree, and Dene people. I'm also sitting on the homeland of the Métis Nation. We respect the treaties that were made on these territories and we acknowledge the harms of the past and we dedicate ourselves to move forward in partnership with Indigenous communities in the spirit of reconciliation and collaboration. Thank you very much.

I wish to thank the Students Concerns Subcommittee, not only for organizing this workshop, but also for organizing the other eight workshops. I think that it's been a tremendous amount of work for you, and Sherry, but my understanding is, is that this has been a great venue.

To add just a couple of things to the great answers given by my colleagues; sometimes at a conference, you're invited to write a paper for either a special issue of a journal or as a chapter in a book. In those cases, when you're approached to do this, the idea is that you follow the directions of the conference organizer, the person who's editing either the book or the or the journal article. These will be important instructions that you need to follow in terms of the formatting and how much space you have to present your information. That's increasingly a popular venue as well for publishing and the easiest way to get something published is if somebody invites you, especially if it comes from a conference presentation.

However, sometimes there's predatory journals that come by, and they'll say, "Oh, we read your thesis, and it's wonderful. And we'd like you to publish it as a book with our publishing company". And usually, sadly, they haven't read your thesis. Secondly, they will probably charge you a lot of money to publish your book. And thirdly, you're usually signing away a lot of the copyright issues that you own as an academic. So, if you get an invitation out of the blue, and it's not from a known scholar, it's not from a publisher that you know about, or you're not sure, please do talk to your professor because your professor usually can help you sort those, the good invitations from the bad invitations. There's also a list of predatory journals that you can look at to make sure that you're not getting sucked in to these predatory type publications that will get you nowhere. Students in the recent past have been sucked in and actually some professors have been too so you need to be aware of that. Sometimes these predators will look at this conference registration and the titles of the papers. "Oh, we were at your conference. And you think your paper is wonderful", when in fact, this is publicly known information. They just use this to try to take advantage of you.

**Awish Aslam:**

Thank you all for your comments on that question. Our second question is; **What is the process of turning a dissertation into a book?** Dr. Banerjee, given your forthcoming book that draws on some of the work that you did in your PhD, can I please ask you to start things off?

**Dr. Pallavi Banerjee:**

Thank you, Awish and thank you again, for inviting us on this panel and for organizing this and for all the work that has gone in to organize these workshops which are so important for the student community. And thank you, Sherry for hosting this.

I will be talking about turning a dissertation into a book, which I've been doing for the last four years. At the offset, I want to say that it is a long process because it seems you get sick of it and all of that, because you start your dissertation work much earlier than you actually convert it into a book. But there are a few questions that I think we should ask early on. The first question should be, can your dissertation be a book?

I say this because writing a book is a really different kind of intellectual exercise than writing papers and books are something that we are not taught to write. We are not trained in writing books in graduate school, we are trained in writing papers. The only time that you actually think of long form writing is when you're doing your dissertation. So, my answer to the question, "Can your dissertation be a book?" is that any dissertation can be a book if you want to tell a story through your dissertation. One narrative, one story (if you're answering one question) embedded in which would be different questions. But if you are doing that in your in your dissertation, you can convert it into a book. There is this conception and this idea that only dissertations that use qualitative methods or ethnographic methods can be converted. That's not always true. It's easier but not always true. So do not shy away from thinking about your dissertation as a book, even if you're doing quantitative work.

The second thing that you should ask yourself is if you are a book writer or not. And this is another sort of orienting that you need to be doing early on. Writing a book is a pretty different type of an intellectual exercise. What that means is that you need three things. To write a book, you need to have patience, because you're not cranking out a paper, and papers can take a long time. Don't get me wrong, but it's not like you're looking at your data you are trying to fit into this modular template of a journal and trying to get something out rather quickly. Books can take years. So you need to have patience. You need to be able to put your project into a long form, way of conceptualization and writing, which is often again, a very different intellectual exercise.

And the third thing is that you need to sort of diversify in the sense that even if you're writing a book, you should also have enough material to produce a paper or a couple papers or more than that, as you're writing your book. If this seems too much, then you should probably at least, for the first thing that you produce from your dissertation, you should then focus on getting papers out and not put all your eggs in one basket. And that can be very stressful and often debilitatingly stressful for new assistant professors or people who are just getting into their first academic jobs. That's a balance that you need to think about. You can talk to your mentors, your supervisors, and peers. You are all are junior scholars. You can talk to other people who are in the shoes to determine if you want to be a

book writer, and if your dissertation can be a book now. If you decide that you want to convert your dissertation into a book, you should keep this in mind when you're writing your dissertation.

One piece of advice I got was that I should write my dissertation as if I was writing a book. There are certain things that your dissertation will need that you may not be able to do or you should not (or often editors say that do not do). Do not write your book like you're talking to a journal audience. What that means is, do not use overly jargon language and do not have a chapter which is a literature review. Try to embed those things across chapters, try to speak to a broader audience. In a dissertation, you also need to display that you know your field really, really well and you have done your work. That is part of your dissertation. Separating that out and making your empirical chapters seem more suited for a book.

Now, having said that, I would say that once you are done with the dissertation, and you have your first job or you have a postdoc and you have been thinking about what to publish from your dissertation and you're thinking of converting your dissertation into a book, you should then think of publishers. Who do you want to publish with? As Lori was suggesting, you may be approached by numerous publishers, who will be like "This is great, we will convert your dissertation into a book". Some of them will dangle this carrot of converting your dissertation into a book and you do not have to make any changes. "Just give it to us and we will publish it and pay us some money..." Those are predatory publishers so do not fall for that. But I know that Lori will be talking about predatory journals and publishers in a bit and I don't want to take that space.

I also want to emphasize that there are predatory journals and then there are not predatory journals who will also approach you. These are for-profit journals like, Palgrave MacMillan and Lynn Rhymer are some of the journals that are publishers that come to mind. But I would suggest that as your first book, do not take the easy route. Go to publishers that have a slightly more rigorous process, which would be University Presses. Recently, university presses have been emphasizing that even if you wrote your dissertation like a book, your book needs to be different than your dissertation. Different enough that they are not the same publications. The reason for that is your dissertation is considered a publication, your dissertation gets citations, your dissertation actually gets published through your university libraries. So, your book needs to be different from your dissertation. I will give you a quick example of what I did and this kind of leads me to my second question - when to publish your book.

As I was thinking of redrafting my dissertation into a book, I took the first two years in my postdoc to do some more data collection. I did more interviews and did follow up interviews. I did some more archival research, too. The dissertation research that I had done to produce a book looks different from my dissertation, even though the research questions that I asked in my dissertation and in my book are similar or the same. I have few additional chapters in my book, I have some new data that I analyzed all throughout my book. So the end product of that is that even though the research questions and some of the data are the same, and I did borrow from my dissertation (which is the advantage of writing a dissertation) my book looks completely different than a dissertation.

Then it comes to the question of publishers - how to choose a publisher or a press for your book. One of the things that I started doing in the second year of my postdoc was talking to various university

presses. I'll start with the process of approaching a press and a publisher, and then I'll say how that kind of goes in person. I was in the USA and I was going to several conferences, but the big conference in the USA is the *American Sociological Association Conference*. About four months before the conference, I had this little blurb about my book, and I started approaching university presses saying that this is what I'm writing about, this is what the book is about. The blurb was very clear. Would you be interested in talking to me about this and how to go about this? This is to gauge interest in your book. If you see that you're receiving responses from various presses, you know that you have a book here that you have found interest in. I did have a few editors of different presses ask me to meet them during the conference and make particular time with them. This is important because the editors of these presses when they go to conferences are very busy, and they usually don't like if you show up at their stalls and ask to talk to them. They already have made appointments so do not do that. Make appointments beforehand. Then you basically talk to the various presses that are interested and try to gauge which editor will give you the kind of support you need. Once you gauge that, they will direct you to their website to tell you how what you would need to do to submit a proposal. So some presses require that you submit a manuscript. Some presses require that you have a proposal and a few chapters, some presses say half of the book. So it depends on what the press requires.

Once you have that figured out, you work on your proposal and your sample chapters. If you want to submit the whole manuscript, then you send your manuscript out to publishers. Now, some process want you to submit to one press, and that's it. They require you that you do exclusive submissions. Other presses do not require that at the beginning stages. More and more presses are not requiring you to submit your proposal at the beginning exclusively to one press because of the demands of an early academic career and because book reviews can take much longer than general reviews.

Usually at the first stage, you send it out to a few presses. Pick your top three, send it out to see what results come back. Some presses upfront would say that they cannot consider because it is not something that they are publishing right now. Others will send it out for reviews and then once the reviews come in, you have to take into consideration if all three want to give you a contract. Once you decide to go with one, that's when you pull your manuscript from the other presses. This has been my experience and the experience of my colleagues and peers so far.

I decided, for instance, to not publish my book during my postdoc years because I wanted it to be part of my tenure file. So, I did more research, more field work during my postdoc and did a separate project during my postdoc years, through which I published different things than my dissertation (related but different). I started working on the book once I had my first assistant professor position, my tenure track position. With the increasing demands of the job market, I feel like a lot of people are publishing their first books while in the postdoc. That's completely acceptable if you have a second project where you are thinking of a second book and if you have a second project in the works, through which you can publish a second book during your tenure track. Some universities would accept a book that you have published in your postdoc towards your tenure file and others wouldn't. So those are things to know. I don't have a really good answer to when to publish your first book. But if you have your first job as a tenure track job, then you're golden. If not, you sort of have to make that call.

**Awish Aslam:**

Great, thank you so much. That was really thorough. And did anybody else want to add additional comments?

**Dr. Tracey Adams:**

I did want to say a couple of things. Pallavi's answer was very thorough, a lot of great information. I just have a few things I wanted to say. One is just to give an additional endorsement. A lot of students that I talked to really feel like doing a three-article dissertation is a way to go and that that's the most productive way of being a scholar. But taking everything into account, if you're a book writer, if you've got this idea that's comprehensive, to some extent, by limiting yourself to a three-article thesis, you may be selling yourself short. With a good dissertation that's in monograph format, you may be able to get a book and three or four articles from it. So, don't shy away from doing a monograph if that's something you really want to do.

The other thing I wanted to say is that the University of Toronto Press has a neat little book. It's old now but I think it's very relevant. It's called *The Thesis and The Book* and it is just a little book that tells you exactly how to turn your thesis into a book (that you're writing for different audiences). It gives you steps along the way for making those revisions. When I was turning my thesis into a book, it was super helpful and they have a revised edition since then. The other thing I just wanted to add is that, it's really valuable to talk to editors as you're doing this process, to find out what kind of books they are publishing and what they might be interested in. You can do that at the ASA, but also at the Congress bookfair. Beyond that, email editors. There are acquisition editors at the major university presses. The contact information for editors in your field is published on their website. Drop them an email, make a phone call, make an appointment, and they're usually quite willing and eager to talk to potential authors. So, don't hesitate to do that.

**Dr. Lori Wilkinson:**

And just to add a couple of things, I want to make a pitch for the importance of the proposal. You're not only just up against all the sociologists who want to write books and publish them, you're up against all the other academics from all the other disciplines who want to publish. And so it's really important that you pay attention to the content of the proposal. This is where I hate to use this language, but this is where you sell your topic. It's kind of like if any of you are participated in the *Three Minute Thesis* challenge. Or if you think of an elevator pitch - the Prime Minister of Canada comes on to your elevator, you've got a couple of minutes to tell them what you do. That's what the proposal is all about. What is your main research problem or question? And what are the interesting findings or gaps that you can contribute to filling? Because a lot of the proposals that publishers get are not very clear. They're just kind of copy and pasting bits from your thesis or dissertation. When it goes to the reviewers (because the publishers will send it to a set of reviewers at the proposal stage) and they can't make sense of what you want to accomplish, then you're not going to get a positive response from the publisher. Sometimes the publisher asks you to identify potential reviewers. Please do that. Because chances are the publishers will pick their own set of reviewers. But they'll also draw some of the reviewers from your list. So, this is where you have an opportunity to put down the names of scholars who know you or who know you and your work or can comment concretely about your work. Thinking about those two aspects will help you get your dissertation turned into a book.

**Awish Aslam:**

Perfect, thank you all. Our next question is, **How do I turn my thesis or a dissertation into a series of articles?** Dr. Wilkinson, could you please share your thoughts on that?

**Dr. Lori Wilkinson:**

Sure thing. I kind of think the jury is out whether you should turn your thesis or dissertation into a book or to a set of articles. And so, what I did actually is, I went with articles. Maybe it was the period of time that I was graduating (2000). In the job market at that time, it was more important to have articles than a book. Usually the book came after. But now I'm seeing with CVs on job postings and job selection committees that I've been on that there's more and more people with books. So, I kind of think it goes either way to be honest. The way we organize our dissertation or thesis is a little bit different too. A traditional way of organizing your dissertation or thesis is to organize it in terms of findings chapters. For a typical master's thesis, you have one findings chapter that relates to the hope that you turn your thesis into one journal article. That's kind of the expectation. For a dissertation, you generally have three findings chapters, sometimes four, sometimes two, but more than one. So basically your findings chapters kind of give you clues as to what you should be writing for your first set of papers. So, in my dissertation, I had three major findings chapters which I turned into three journal articles. And along the way, I used this process to start building up my research agenda, which was also very important. But we have a new way for some (especially in disciplines like economics, for instance, but our friends in the in the natural sciences have been doing this for a long time) and it's called the *Sandwich Thesis*. This is where you have an introductory chapter and then three or four published journal articles in the middle and a conclusion chapter at the end. The introduction and the conclusion kind of try to wrap these four papers or attach them to one another.

There's a certain amount of attractiveness to doing it that way too, because you're publishing as you're going along as a PhD student. And that transition from a dissertation to an article or thesis to an article isn't as onerous. There are some people who don't like that version, but I'm seeing the sandwich thesis a little bit in the sociology department too. Regardless of what your thesis looks like, do not send your thesis (your 50 to 100 page thesis) to a journal expecting it to publish it like that. Because when I was a journal editor, we got that quite a bit. Somebody would send their 50-page master's thesis and ask us to publish it. This is not how you approach it.

A typical journal article in the social sciences is about 7,500 words. One of the things that you want to look at are the requirements of the journal that you've selected. Does it give you 10,000 words? Does it give you 7500 words? Do those word counts include your bibliography? For students, you're going to have these huge bibliographies - that eats up a lot of your word space. And so, make sure that you pay attention to the word limit because you don't want an editor to just throw your paper away by saying, well, it's too long so I am rejecting it. In some journals they have to do that. I had to do that when I was editing a journal. I was the only editor and had no associate editors or helpers. The number of papers I would get per year was 375 to 425 with one person to review them all. So, you can see how tiny little things where you don't pay attention to the word count can cause the journal to reject your paper without review.

I think working closely with your professor will also help you in most cases turn your chapters into articles. Most professors I know work very closely with their students and one of their goals is to help them take their research into publication. Your first point of contact should be your professor. Although most universities on campus also have writing centers that can help you especially if you're having trouble with grammar. That's the other thing that you want to check before sending your article to the journal editor because if the journal editor or the reviewers can't make sense of what you're saying, (because your writing is so poor) you are also going to get rejected even though the research itself might be good. Many of the other tips that Pallavi and Tracy talked about in terms of turning your dissertation into a book also apply as well. But for the most part, you want to approach a journal article like you're writing a research paper, and that you want to get an A plus on that research paper. So that the professor or in this case, the editor, says that they want you to publish in their journal.

**Awish Aslam:**

Great, thank you. Did any of the other panelists want to comment?

**Dr. Tracey Adams:**

I don't have too much to add, honestly, because I agree with what's been covered. I do want to reiterate that you'll have to carve a piece out. Whether you have a monograph thesis where it's sort of a whole or like a sandwich or manuscript type thesis with separate papers, you can't really just take that chapter and send it out. You will need to write it for a journal. So, carve out a piece of it and edit it down or restructure, rethink and redesign a little bit as you send it out.

**Awish Aslam:**

Thank you.

**Dr. Pallavi Banerjee:**

And I'll add a couple more points to all the already great points made by Lori and Tracy. I'm a strong advocate of not putting all your eggs into the book box basket because it can take a while to publish. So keep publishing articles while you are writing a book. It's a lot but that's the nature of the game. One of the things that I found out was that most publishers, most university presses, are okay with you using a couple of your articles as chapters of the book. It can be sort of a third of your book can be articles. Not 'as is' because you will, of course, not have the literature review or the methodology sections in those chapters. But you can use the empirical part of those chapters, extend them, make them more narrative, make them more suited to the audience for the book.

The other part of this is (for people who are thinking of their dissertations as books) that even though the book is not 9,000 words (it's usually 80,000 words) often you have more data than you can accommodate in a book. So, having that frame of what part of the data are you not using for your book can also be a good way of producing articles and things that you've actually not even thought about in your dissertation. Reworking your data, from your dissertations to articles is really fun, outside of writing a book, so I'll just add those two things.

**Awish Aslam:**

Great. Thank you. Our next question is, **What should you keep in mind when you're writing? Are there common pitfalls or mistakes that you see when reviewing articles, as well as any tips on what might improve your chances of having a paper accepted?** Dr. Adams is someone who has quite a bit of experience from the editor perspective, I'd like to turn things to you if that's okay.

**Dr. Tracey Adams:**

A lot of my comments actually really echo what Lori was saying earlier. As a journal editor, you quite often get articles where people just haven't done the basics. A lot of journals have mission statements, they have style guidelines, they have length requirements. But we get a number of papers that come to us where people don't seem to have any idea of what kinds of things we might publish. Or how long they should be, what kind of citations you should have, what guidelines you should follow. Those are common pitfalls. When you're submitting an article to a journal think of it from the journal's perspective, especially if it's a specialty journal. They're having a conversation and you want to join it. So, you should be looking at articles published in that journal. You should consider their format and what kinds of issues they find important. Look at them for style and how are they structured. Follow the style guidelines, follow the formatting, and meet the journal's guidelines. A lot of journals (not all of them, but a lot of them) will reject your work instantly if it is over the word limit or if it isn't formatted according to the journal's guidelines. If it doesn't meet their specifications, they'll instantly send it back. Now journals can vary on this. Some tend to be a little bit flexible. I've certainly published in a lot of journals that if they say that the limit is 8,000, and you submit something that's 8,005, they're sending it back to you so that you can fix it, because they won't review it until you've met their guidelines. Checking out journal guidelines is a good first step.

I would say common things that reviewers comment on are that the methodology isn't well enough explained, that you haven't gone to enough lengths to clarify how you're contributing to the literature, that you don't have clear research questions (which may or may not be hypotheses). What are you doing in the article? What do you hope to achieve? What are you contributing? You really need to spell that out for reviewers and editors. Try and have a paper that's fairly well structured; include an introduction, make sure the paper is embedded in a literature, situated in theory (if that's applicable), that your methodology is really clear, or that your findings are well described (no matter what kind of paper you're publishing) and that in the discussion you've wrapped everything together, and you've spelled out for everybody what your contribution is. Different papers are going to have different structures and different journals are going to have different expectations. So again, that's why you learn those expectations before you submit something.

One of the sub-questions was about tables. Tables can be included in qualitative and historical work and those can be helpful as well. Some journals don't include tables in the word count and that is when a table is your best friend as a qualitative or historical researcher. You can cram a lot of words into a table, and it's not counting against you. Whether you include them or not really just depends on the paper and the message you're trying to get across.

**Awish Aslam:**

Great, thank you so much, Dr. Wilkinson did you want to add something?

**Dr. Lori Wilkinson:**

I considered this question as a writer, so my number one tip to you guys (and you're probably all going to roll your eyes) is use your campus writing services because you pay for them already. You may think 'I don't have time. I've got all these deadlines and I have to pump this stuff out.' The thing is, that the time that you invest right now in learning how to write well will pay off enormously regardless of whether or not you stay in academia. Even I need help with my writing so getting some feedback, like a diagnosis of your writing problems at this stage in your career will be enormously beneficial. I cannot stress that enough even though I would say probably only 20% of my students listen to that advice. But it pays off for them because later on, the time that they put in right now perfecting their writing, it makes the writing time shorter down the road. You become a much stronger communicator too. In the job market that's a very important qualification as well.

A good writer can probably peel off about three pages a day. Some days you can do more. Some days if I'm completely under absolute stress and deadlines, I can do a bit more but really good quality writing on a sustained basis is about three pages a day. Good writers try to set aside at least some blocks of time during the week. Now in an ideal world, we'd set off a set of time to write every day. So far, I haven't found that ideal world yet. But it's a goal that you should strive for as a student, and it's a good practice. Don't be hard on yourself if you have a bad day. If you can only get one sentence out today, or you can only correct the grammar in one paragraph. That's okay. But know when you're hitting writer's block and know where you can get help.

This is where joining a writing group is good. Most universities have writing groups for grad students and many of the departments of sociology have writing groups for their graduate students. You might think yourself, 'Well, this is dumb, why would I join a writing group? Why would I sit in a room and write with people?' Nowadays my students are actually doing this on zoom and writing. It helps you set that block of time apart, but it also makes you accountable to other people in your group too. Sometimes you just need some accountability outside of your professor to help you produce stuff and your writing group, hopefully, will give you feedback on your writing, which will help you become a better writer. Then as you give your feedback to your fellow colleagues, that's going to help you become a better writer too. So, I'm a big fan of writing groups as a way of disciplining or organizing yourself to become a good writer.

**Dr. Pallavi Banerjee:**

I just have a couple points to add to that. So, one is the emphasis on feedback and who you can go to for feedback. Getting feedback is really important and they can be your peers. A writing group is a great way of getting to that, to share your writing. And you also need to be mindful of how much you share. Sometimes sharing a page or two pages can be really effective and that would not take a lot of bandwidth on the part of your peers and writing group. But also ask people who are in your field. Usually academics tend to be really busy and will turn you down and things like that. But don't be deterred by 'No's. They'll be one 'yes' at some point that can reshape your writing. So, don't shy away from approaching people who are in your field to review your work before you send it out. Though, be mindful of sympathetic reviewers. You don't want to burn your sympathetic reviewers by making them review your piece before it's gone out. These people could be reviewing it more sympathetically, maybe

they are politically invested in your work. You could ask your advisor, supervisor, mentors about who to send your work out to for reviews. That is one tip that I have.

The second tip is, writing is political. Cite people who are not cited. Cite black women, cite indigenous women. Writing anything is political and we do not want to perpetuate the structures of oppression in our writing. As new scholars try. There is a lot of resistance to that in sociology. I will have to say we are not a decolonized field. We are not yet an anti-racist field. Draw up on the support of your mentors and your supervisors to do that kind of political work in your writing where you are balancing who you are reading, who you are writing about, and who you're citing as political work and try and do that as much as you can. Though, I know that you will face resistance and you can take such risks at different times in your career. But you can push a little and see that, oh, you know, this person has written about this, but why am I citing a dead white man over and over again, when I can cite a black feminist scholar for this, right? You can do a little bit of sneaky activism in your writing.

### **Awish Aslam:**

Thank you all. Those are all really, really helpful points. Moving to our next question, **Where should you be publishing? With this question, people are interested to know just generally how to find a good home for your paper as well as the importance of publishing in Canadian versus American journals and how that might affect your ability to secure a tenure track position at a Canadian research university.** Dr. Wilkinson could we hear from you to start, please?

### **Dr. Lori Wilkinson:**

As long as you have a good relationship with your professor, I think talking to your professor will help guide you as to appropriate venues for you to publish as well as to guide you away from inappropriate venues like those scam journals that we were telling you about. You'll have a pretty good idea too once you're coming to the end of your research because you'll see certain journals in your field and see them repeat in your research. If you see a journal a lot in your research area that is also a probably a good indication that it's a good place to publish.

I would be remiss if I didn't mention that you should be publishing in the *Canadian Review of Sociology*. It is the important sociological, well one of the sociological journals in Canada but in my mind, the most important I think it's the oldest two although maybe Tracey can correct me on that. But amongst sociologists, the Canadian Review of Sociology does have a good reputation. It doesn't have the same reputation as the American Sociological Associations journals, but that's because the United States is a much bigger audience and has much bigger ability to expand internationally. But you all should think seriously about the Canadian Review Sociology. It is hard to tell you what are the other top journals because sociology is a field that touches so many different disciplines, like addictions, people work in that area, disaster training, health sociology, criminology, etc. You all have a different kinds journals that you refer to in your work based on the topic of your thesis or your dissertation. So, this is again, where your professor can help, but also your librarians. Not very many people talk to a library about publishing and they know an awful lot about what it takes to get published and what are the hot journals, what are the hot topics. Every university has a sociology librarian or a social science librarian and I think those people are untapped resources.

What about an open access journal? If you are funded by the Tri Council Agencies or the research work that you are doing is funded by the Tri Council, there is a requirement that you have to publish in an open access space. It's hard to navigate that and the requirement is good because the Tri Council Agencies are publicly funded. It is ethical for us to make sure that our research is openly accessible to the Canadian public who funds us. But again, where do you publish in terms of open access journals? What's a good one? What's a bad one? What are the rules around the open access journal versus the journal that you want to publish? I am not an expert on open access issues but many of your universities have their own web space where you can put drafts, early drafts of your papers, that haven't been accepted for publication. That generally is an accepted practice, although take a look at the journal that you're wanting to publish in, because some journals won't allow you to do this. If you've publicly posted your paper, or some very close looking version of your paper on a on an open access area or on a website, and then you attempt to publish it in that journal, they might say no. It's worth your while to think ahead, where you might want to publish this academically through peer review. And the peer review is going to change the look of that application anyways. Usually a peer review, you get two or three people commenting on your journal article. They'll give you corrections to make and those corrections will shape that paper in a way that probably makes it maybe a little bit different, or probably a lot different than what you've already published.

The other issue though is that many of you are public sociologists. I think it's really important as well to publish in non-academic journals too, especially if you're publicly funded but also because these venues actually get a lot of attention. Many of us have trade journals and if you work in the field of social work or social psychology, there are trade journals that practitioners work in and regularly read. There are community publications as well. In my field, most of the immigrant and refugee settlement agencies have venues where you can share research reports and they can be different than your published articles, but they can bring value as well. Those types of articles tend to be shorter (1,500 to 3,000 words) and if you catch somebody's eye in that venue, they're more likely to look up your academic research. It's kind of like it's kind of like a two for one, right? You then have a preview article that is short and in lay-language that people can understand and then a more academic jargon laden research in a in an academic journal. It gets your it gets your word out a bit more.

Another venue I'd like to plug is something called *The Conversation Canada*. As a professor, I read that every day, because I learn stuff inside my discipline, but outside my discipline as well. And oftentimes I'll be introduced to new up and coming scholars in the field. I'll do a Google search for them to see what else they've written, because I'll become curious about them. Based on what they've written in *The Conversation*. You have these kinds of ways of drawing people in or giving attention to your research that aren't necessarily buried in an academic journal that's hard to find. I think as aspiring scholars and academics, publishing in those areas doesn't get enough attention yet. This is the kind of exposure that might help you in your career. Those are my thoughts on where you should publish, but I know that Pallavi and Tracey have different ideas.

**Dr. Pallavi Banerjee:**

I think Lori covered most of it but there is a question about whether publishing in Canadian journals is sufficient to obtain a tenure track position. It's a very neoliberal way of like thinking 'publish or perish', but the job market is so competitive. If you want to get into academia, I think you should publish in a

peer reviewed journal (which is not predatory, and where you don't pay to publish). At the graduate student level publishing in any journal in Canada or outside would build up to your tenure track making you more competitive in the tenure track job searches. That's one thing that I would want to emphasize.

The second is building off of what Lori talked about in terms of publishing outside of academic journals, like op-eds and such. Those are not easy either so I wanted to emphasize that though. They are quicker, but not necessarily easier because for instance, in *The Conversation*, you have to put out a pitch and there will be an editor vetting it. You can actually get rejections when you're trying to pitch an op-ed. I just wanted you to know that pitching an op-ed does not mean you get in because it's not an academic journal. In fact, there's this little anecdote that the first piece that was used from my research for policy change was actually an op-ed that I had published in the *Ms. Magazine*, which is this feminist magazine in the US. They actually used that piece instead of a journal article that I had on the same topic because it was more easily accessible and that could be put on this policy report that the US government used at the time for it. There is a lot of value in that, but they are not necessarily easier to publish in.

**Awish Aslam:**

Perfect. Thank you. We have one last discussion question before we get into the Q&A. **What role do collaborations play? And how might you approach collaborating when it comes to publishing?** And I was wondering, Dr. Banerjee if you could maybe start us off?

**Dr. Pallavi Banerjee:**

I'll keep it short, because I'm aware that we are running out of time. If people have questions about collaborations, we can answer them later. Collaborations are important especially now. In sociology, more and more people publish with other folks. It used to be more so in humanities where you are doing your sole scholarship and then you're publishing on your own. Particularly coming out of a dissertation it seems like that's the way to go because it's your research you will be publishing it. But I think looking for venues for collaboration is really important. And I will give you two quick tips here.

One is publishing with your supervisor. If there is a paper that you want to write, but you are not being able to frame it, don't be afraid to approach your supervisor to ask if you can work on this together or they can help you shape this in a way that this becomes publishable. A lot of my publications when I was a grad student came out of my research assistant gigs. I was a research assistant with various faculty, not only my supervisor or advisor, but other faculty and I had I got publications out of those projects with somebody who was running that project. It was also an opportunity for mentorship. I got mentors in publication while working on RA-ships. Some faculty are more generous about that. They would say, if you work with me, I will ensure that you have at least one publication out of this project. Others are not, so don't be shy to ask that is there opportunities for publication if you are a part of the research group. They can come in the form of journal articles or other kinds of reports like Lori said, or other forums, but something that helps you get that first thing out or get the first few things out.

Collaboration with faculty and peers is also something that I have really had great experience with. I was part of a writing group for graduate students who all worked with the same faculty members. We were four people working with my supervisor, and we were in this writing group and through this writing

group in our weekly interactions, we came up with different things that we could collaborate on and carve out niche areas of interest. Some of my journal article publications came out of those peer collaborations. Try and see if you can get those but also in publishing with faculty and supervisors and other members in your university or outside. Issues of authorship and such, those need to be worked out early on but this is more important when you're doing a publication with your peers. Are you going to be equal authors? Is somebody going to take a lead and they are going to be the first authors? If there are multiple authors, how do you navigate that? These questions need to be sort of worked out early on in the process, so that the process of collaboration does not become something that is stressful or that breaks your friendships and your peer relationships apart.

There was this one question, is it better to be the sole author or publisher with others? I think you need to have the balance of both. You have some of the things that come out of your dissertation. That core research should be sole authored because you are the crafter and the creator of that project. But there can be other things that can be co-authored. And why is it important to co-author? Well it's division of labor. You can actually have this efficient and effective way of publication where you're not doing all the work yourself. That can take a long time so you can delegate some of the work to other people or work with them in tandem. I think it's building bridges and building collaborations across the field and so co-authorship and collaborations can enrich your work in ways that often you may not have thought about. Somebody else coming on your project can help you see something that you haven't. So, it's also expanding your horizons of ideas and research.

**Awish Aslam:**

Great, thank you. Did either the other two panelists want to add anything before we get to the Q&A?

**Dr. Lori Wilkinson:**

I just want to add that it's probably kind of intimidating to approach your professor if you want to publish. I understand it can be very difficult. In general, if you're working as a research assistant on a project (at least if I was supervising the project) I would expect you to be co-authoring a publication with me or more than one. But there's different roles and expectations. I'm at a point in my career where I'm pretty busy doing a bunch of different projects at the same time so I'm happy if somebody takes the role of the first author by writing the first draft. My rule is, is as long as you've written a decent enough first draft, and your name can be on the front of the paper. Now depending on the collaboration that you have, though, there's different rules. For most projects, the investigators have that discussion before they begin to collect data and certainly before they begin to publish on it but this varies by discipline. As a sociologist, actually, you're going to find yourself to be in interdisciplinary projects all the time. Some disciplines have rules. So the principal investigator for instance, that person's name needs to go at the end usually, especially if it's a health or a science type article. Because the conventions in the field is that the principal investigator is always identified as the person whose last and the person whose first is usually identified as the main researcher, usually the person who wrote the first draft of the article. Also, when you're collaborating, especially when it's research that has been funded by an agency, you need to make the proper acknowledgement. Usually the funding agency has a strict rule to include a sentence or two that you have to use as part of the acknowledgement. Sometimes they require you to put the grant number as well. When you're making collaborations make sure that you identify all the grantors because, sometimes, you're working on a project that's so big that you have multiple agencies

that are funding you. Make sure you don't forget them as collaborators as well is, well, it's embarrassing if you have to send in a request, because you've forgotten that. But those are kind of the tricky bits about working as a as collaborators. I always feel like as a writer and as a professor, that discussion needs to happen before anybody writes anything. It avoids problems and as the lead researcher or the professor for the group of students who might be writing, sometimes I find I have to delegate tasks. I try to delegate it in ways that gives the maximum number of my students the chance to write but also the chance to be the first author.

**Awish Aslam:**

Great, thank you. And Dr. Adams, was there anything you wanted to add or?

**Dr. Tracey Adams:**

No, I think that the other responses have been very thorough, so I have nothing to add. Thank you.

**Awish Aslam:**

Perfect. Okay, so to get into the Q&A, our first question from the audience is for the sociology, job market. **How important are publications in sociology journals versus interdisciplinary journals? For example, in my field of international migration, many journals are multi-disciplinary and I'm unsure whether this will be respected. I'm looking for jobs in sociology departments in Canada.** Who would like to address that question?

**Dr. Lori Wilkinson:**

I think what matters more is the quality of the journal. Is it peer reviewed? What kind of journal? Not so much it's ranking. Like most people, if you're applying for a job in the Canadian labor market for sociology and you're applying for an immigration position, the immigration specialists on the job panel will know what these journals are. I wouldn't be so worried about whether or not sociology or interdisciplinary and that would apply for any other sub-discipline in sociology, too. Usually, if you're applying for a job in that field, there's people on the panel, who at least know something about it, and would be able to say that's a good journal. But, I don't think it matters so much that it's if it's interdisciplinary or sociology.

**Dr. Pallavi Banerjee:**

I also think that some journals are truly interdisciplinary and some journals are just non-generalist journals within sociology. For instance, *International Migration*, publishes a lot of sociologists but it can be an interdisciplinary journal or *Refugee Studies* a journal of refugee studies. Whereas, the *Canadian Review of Sociology* is a more generalist journal and often when you have the term sociology in a journal, they could get categorized as a sociology journal. Something like *Gender and Society* which comes out of the *Sociology of Women and Society* is a sociology journal but does not have the term sociology. Often, I've had students ask me if this is an interdisciplinary journal, or it's just a gender journal. So those categorizations are sometimes really hard to assess. Again, consult somebody who's been in the field a little longer than you have about those. I agree with Lori that the quality of the journal matters more than if you are publishing in interdisciplinary journals. Having said that, I do think that because of the nature of the job market it's good to stick to more social science oriented journals for the first few things that you publish. Then again, the quality of the journal is really what's essential.

**Awish Aslam:**

Thank you. Okay, our next question. **Should graduate students and postdocs, consider publishing research notes rather than traditional journal articles, when this might be appropriate?**

**Dr. Tracey Adams:**

I don't think it's an instead of — it can be in addition to. I do think that there's a value for early academics. Research notes tend to be shorter and more focused on the research. If you're trying to make connections to a second discipline then engaging a little bit more deeply with the literature in that area and making a contribution that way is probably a significant thing that you might want to do. But have a balance where you're publishing some articles and some research notes. The other thing I have experienced as an author is that I've submitted a paper as one thing and then I've had the editor come back and say, "You know what, I think this is actually maybe more appropriate for a research note. So how about we try over there?" I've done the same as an editor. If you've got an article and you're not sure where it could be placed, and you want to try and place it in a certain journal, but you're not sure where it's best, have a conversation with the editor, they're really just an email away. And that might also help guide you in terms of how you write that up. Research notes are nice if you're just got some quick findings that are significant or interesting that you just want to get out there but they're not going to have the in-depth, engagement with the literature and the discipline that I think for many of your papers you'll want to have.

**Awish Aslam:**

Thank you. Our next question. **Sometimes it can take a while for a manuscript to come together. In the meantime, others can publish on similar topics, similar results or findings. How should we address this in our own work? Would it be better to consider another journal or revise the work to still contribute to that journal?**

**Dr. Tracey Adams:**

So, in my opinion, I guess it depends. If you've chosen a journal for a specific reason, [and a similar article is published there] then I think it makes sense to continue with that journal, because the journal is publishing in your area, they're publishing things on your topic. That's probably exactly the journal where you want to publish. That's the audience you want to engage with. It rarely happens that somebody has published something that's exactly the same as yours. So you just need to maybe work a little harder to clarify your contribution. You mention that other article and you talk about how you're extending it, how you're expanding upon it, how you're improving on it. Then that's actually probably an ideal situation to be in. Again, you found a journal that's interested in your topic, you found an audience that's reading things in your area. So, it's just about, to use the term that Lori used earlier, it's to some extent about marketing. How can you place your article as being distinct, and finding that niche that's really moving the field forward in a different way than the other article that is, in some ways, similar to yours.

**Dr. Lori Wilkinson:**

I just want to echo that very, very, very rarely happens. In the seven years I was editor, I've never seen that happen. If you think about it, qualitative research, that's not replicatable, right? So you're guaranteed to be doing something different and have different data than the people who are publishing

in that area. If you're looking at a quantitative data set, say you're using the *General Social Survey*, even if you're addressing the same question that somebody else has addressed using that database, I am betting a lot of money that you're using a different set of variables, a different set of methodology, and so I would be very surprised if any of you ever come into that situation.

**Dr. Pallavi Banerjee:**

I would agree with that. I think we do interpretive work and how we look at the world would be different. I remember when I was in the second year of my PhD, somebody at the ASA Conference came up to me and said, "Oh, this person has done exactly the research you have done." It honestly, for a minute, kind of pulled the carpet under my feet. But then I realized that I'm not working in a physics lab, so my sample is not their sample. Even if it's the same research question, there are different groups of people who come with different histories and different backgrounds and such anyway. So, I had that happen and it turned out well so you can relax. But I also think that is a fear and I do want to acknowledge it happens at every stage. We often feel like, this person is doing similar work. What if they say everything that you have to say? I want to acknowledge that but I also think what Lori said is really important.

The other part of this is whether you should pull an article from a journal because it's taking a long time. And that's a good question and a separate question. Because of late that has happened multiple times and recently I actually pulled an article from a journal. I'm not going to name the journal and not sure what legal implications that has. It was a second round of reviews and I did not hear back from them in 14 months after repeatedly sending them emails until I said, "Well, I, if I don't hear from you, in the next month, I'm going to pull the article." It turned out that they had lost it and had not sent it out for reviews again. And at that point, I pulled that paper and I sent it somewhere else and it's now being published. It did take a long time because of that delay, but then, you can make that call if nothing is moving. But it's often not advisable to pull a paper from a journal if it's in the process, like if it's getting revisions. And if it's moving along it's good to follow through because if you pull it and send it to another journal, it might take as long. So, you're not actually saving time by pulling paper from journal unless the situation is what I went through, where you know, the article didn't move for 14 months at all.

**Awish Aslam:**

We have two more questions and comments so I think we can get through them. **At the *Canadian Review of Sociology* how general do papers need to be in order to be accepted? Do papers need to be written differently than at a specialist journal? For example, should the author change what audience they have in mind?**

**Dr. Tracey Adams:**

At the *Canadian Review of Sociology*, they don't really have to be too different but I think it is important to appeal in some way to a general audience. Sometimes we write on things (I do myself) that are really directed at a specialist audience and on some kind of niche topic and ideally at the CRS we are looking for things that the general sociologist without any background in your field is going to find interesting. Most sociologists really do have broad interests on a broad range of topics. But if something's just really too specialized, that's where maybe we might not publish something. Articles can be of interest to a specialist audience, but ideally, they will also be of interest to the general reader. In terms of

how you write it up, it's really not going to be all that different. It may be the case that there's certain jargon or something in your subfield that wouldn't be understood by a general audience. It might be valuable for you to define key terms, but that's always a good thing to do anyway. Often in subfields, we have our own jargon, and our own short forms and abbreviations that that we understand in that subfield that even a general sociologist might know. Those are the kinds of changes you should make for a generalist journal, but you don't really need to make a lot of changes.

**Awish Aslam:**

Our very last question. **A few times the panelists mentioned emailing the editor of a journal to inquire whether a paper is a good fit. I had never heard of this before. How common is this practice?**

**Dr. Tracey Adams:**

It's not that I get emails all the time at the CRS, but it's not that uncommon that I am approached. I would say that it happens at least once or twice a month where somebody will email me, especially if they're not certain if something fits the mandate. Sometimes you have questions and I've certainly done it myself. If the journal guidelines say that they want articles that are 8000 words, and mine's 8500, I'm emailing the editor to see "How stringent are you about this? I might be slightly over, but otherwise, I think I'm a great fit for this journal. Would you be willing to look at it even though it's longer?" If you have questions, the editor is there to answer them. So, from my point of view as an editor, but also as an author, it's not that uncommon.

**Dr. Lori Wilkinson:**

I would get probably half a dozen inquiries a month. "Does this paper fit?" Sometimes just by the description you know it doesn't fit. Sometimes people try to shop bad papers around. And so that gives the editor a chance to give some feedback to the writer to say, "Well, this is not an appropriate journal". My journal was with *Springer Publications*. And Springer's kind of business model was to try not to reject anything. In the later years where I was editor and there were papers that we rejected they got shopped around to other journals at Springer. Or they would get shopped around to become book chapters in books that Springer would put together. I'm not so sure that's great for you. I think trying to find an appropriate journal on your own is usually better. So, I was never a fan of that.

But I do want to mention just one really important thing. The most important thing that you can do when you submit an article for review, is please put down reviewers. If they ask you for three reviewers, put down their names and give their email addresses. I know Tracey experiences this too. It was the bane of my existence that I'd often have to approach between 12 and 17 people per article before I got one person who agreed to review. So oftentimes that list of three or that list of six is helpful. Try to maximize that list and try to pick people that you know would be reasonable reviewers. The flip side of this is this, if you're asked to review, please review articles because that is the biggest holdup in terms of the process is trying to find somebody to do the review and to actually do it in a timely fashion. I actually kind of agree with this practice, which is being instituted in some of the major science journals right now. You won't be allowed to publish in those journals unless you've done three reviews for the journal. I actually think that's the carrot that's needed because you would be surprised at the number of people who turned down reviews. That said, if you have to turn down a review, the best thing that you

can do for the editor is give them a suggestion of one or two others. "I'm sorry, I don't have time to do this right now or it's a little bit outside of my expertise. May I suggest you contact this person or this person?" That is so helpful and speeds up the publication process enormously. That's something you should keep in mind as new writers, because the PhD students may be asked to review, obviously, especially if you've published before, and you can put that on your CV as well.

**Dr. Pallavi Banerjee:**

I just want to add just this little thing, that it's interesting that the person who has a question said that they have not heard of this practice before and I see why because I want to emphasize that this has been a more of a gendered and racialized practice. So white men were very comfortable reaching out to editors to ask if something fit. This used to be a practice which was started by white men and now is being adopted. Actually, the sociologists of *Women in Society* actually did a short research for *Gender and Society* to point that out that there was this discrepancy. I think it's good if you're unsure if the paper fits or not reach out to the editor. And then the editor can even direct you to another journal that you may not have known of.

**Awish Aslam:**

Thank you all very, very much. That was a great discussion, a lot of insightful comments and suggestions. I also want to thank our audience members for attending and for sharing your questions as well. We'll be sending a feedback survey out to all audience members, and we'd appreciate if you could fill that out. Thank you all for joining us and we hope you found this series helpful.