Making a Remote Workforce Work

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Introduction to ACS Publications

• American Chemical Society (ACS) is the world’s largest scientific society
  – Chartered by Congress in 1876
  – Provides educational, science policy, and career programs in chemistry

• ACS Publications cover the breadth of chemistry
  – 53 journals
  – Symposia-based books

• ACS Publications has a global footprint

• *JACS*, the flagship journal, publishes 51 issues and approximately 2,500 articles per year
Journals Publishing Group Operations

- Headquartered in Washington, DC and Columbus, OH
- Global offices in China, India, UK
- Global representation: time zones, languages
  - Remote staff (25-30%)
  - Remote editorial support
  - Cloud Admin support

- Majority of ACS journals utilize Managed Support, either in full or in part
- Continuing to add new editors and transition existing editors each year
Scientific research is becoming increasingly global

International research collaborations are standard

ACS Publications aims to represent and support chemists around the world
Journal of the American Chemical Society
Geographic distribution of editorial team & support

Editor-in-Chief
Associate Editors, 1-in-4 are based outside the US
Editorial Advisory Board, 1-in-2 are based outside the US
American Chemical Society
Managed Support
A manuscript’s path around the world
## Remote workforce considerations

**Pros**
- Effective time zone coverage
- “Local” representation around the globe
- Wider availability of resources
- Environmental benefits

**Cons**
- Disconnection from the big picture
- No “water cooler” moments
- Communications issues
- Challenges with team building and team dynamics
Effective working relationships

- Discussions need to be deliberate and planned
- Check-in as frequently as needed
- Establish common best practices
Staying connected

- Chat tools
- Conferencing tools
- Collaboration tools
- In-person meetings
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