Editor Searches

Council of Science Editors

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Search Committee

- Volunteer-based organization
  - Publishing Oversight Committee responsible
  - Search committee has subject matter experts, AHA leadership
- Incumbent editors are consulted but not formally part of the search committee
- COI obtained from search committee members

- Some hire search firms, treat like a job search
- Some groom successors
Search Committee Outreach

Email notification to members
AHA leadership
Editorial board
Incumbent editors
PERSONAL OUTREACH IS KEY

People don’t see emails/ads
People assume you have plan

FIND a LEADER in the field (who doesn’t want to be editor, could be current editor), reach out and contact top candidates.
What HOOPS to Jump Through

- Application process
  - CV
  - Letters of recommendation
  - Letter of institutional support
- Develop a proposal document. What do you want to ask of potential candidates?
- Determine information to provide the candidates
  - Metrics such as submission data (all facets of), ISI data, survey data, and so on.
  - Basic journal data (# of pages a year, # of subscribers, etc)
  - Make sure they have enough to prepare a proposal. The search committee will also need that data
Proposals

• Vision
  • How to achieve it; 3 and 5 years out
  • First steps upon taking over
• Success metrics
  • Know your stance first (is the IF the end-all be all)
• Competition
  • Who do they think it is? What will they do about it? Could even ask for SWOT from candidates
• Operations
  • Work style
  • How will they make time to do the job?
  • Knowledge of ethical issues and procedures?
  • Technology –how do they plan to use it?
• At proposal stage, blinded rankings may be useful
  • Not the final determinant
  • Tell candidates some sections blinded
FACE TO FACE INTERVIEWS ARE KEY
Face to Face Interviews

- Go over proposals
- Assign questions to committee members
  - Not scripted but makes sure items are covered
- Presentations by candidates?
  - We keep it informal, not formal presentations
- Have a couple of surprise questions
Final Decision

- Made in person by search committee, after interviews
  - Strawman ballot can help
- Pick a #1 and #2