



WRITING FOR PUBLICATION

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OUTLINE OF TODAY'S SESSION

- ▶ Quick intro of myself and my role at Middlesex
- ▶ Part 1 presentation: Why do you (not) publish?
- ▶ Table discussions (10min table, 10min plenary)
 - ▶ What is holding you back?
 - ▶ What would help most to get you back on track?
- ▶ Part 2 presentation: Four P's of publishing in good journals
- ▶ Table discussions (10-15min table, 10-15min plenary)
 - ▶ What is your burning question on publishing?
 - ▶ What is your key tip you would like to share on publishing?
- ▶ Further resources

QUICK INTRO: ANNE-WIL HARZING (I)

- ▶ My name?....., Yes Anne-Wil is one name and not part of my family name
- ▶ Started at Middlesex in September 2014
 - ▶ Previously in Melbourne 2001-2014 (PhD director 2004-2009, Associate Dean RHD, 2009-2010, Associate Dean Research, 2010-2013)
 - ▶ 1991-2001: Bradford (UK), Maastricht, Tilburg & Open Univ. Heerlen (Netherlands)
- ▶ Productive and passionate researcher & research mentor
 - ▶ 79 international journal articles since 1995 (160+ publications in total), incl. approximately two dozen in ABS 4*/JoD
 - ▶ >12,000 Google Scholar citations, h-index 51, ISI citations: >4,000, top 1% most cited world-wide in Economics & Business
 - ▶ Passionate about bridging European, Australian and American research traditions

QUICK INTRO: ANNE-WIL HARZING

- ▶ Service to the wider academic community
 - ▶ Editorial board membership of 6 IB journals, as well as HRM, EMR, EMJ, JGM, HRDI
 - ▶ My personal website with freely available resources since 1999, 1000-1500 visitors/day
 - ▶ Journal Quality List since 2000, 57th edition, around 40,000 page visits/year
 - ▶ Publish or Perish since 2006, version 5 Nov. 2016; app. half a million users
 - ▶ Active blog with weekly postings: Academia Behind the Scenes, Academic Etiquette, Research Focus, Publish or Perish Tips, Classic Papers
- ▶ My specific remit at Middlesex
 - ▶ Advice to SMT on all topics relating to research evaluation and benchmarking
 - ▶ Running staff capability development groups, nearly 30 junior academics are included
 - ▶ Review of papers before submission or after rejection or R&R
 - ▶ Discussions of 1-page research proposals
 - ▶ Structured discussions about any topic related to academia: e.g. time-management, journal selection, social media use, promotion applications, research funding, research collaboration, research and teaching interface.

WHY PUBLISH? [PLENARY FIRST]

- ▶ Because I have to?
 - ▶ To keep my job, get tenure or promotion
 - ▶ We nearly all face this pressure, but this should never be the only reason
- ▶ Because it is my duty as an academic?
 - ▶ A responsibility to transfer your knowledge to others
 - ▶ Can be done in other ways too (teaching, consultancy)
- ▶ Because I want to?
 - ▶ You are passionate about your research and want to share that passion
 - ▶ The only reason that will sustain you in the end
- ▶ Because it is very rewarding and motivating!
 - ▶ There is nothing like seeing your name in print for the first time
 - ▶ There is nothing like seeing other academics read and cite your work
 - ▶ There is nothing like seeing research students build on your work

WHY DO YOU NOT PUBLISH?

- ▶ “It’s not good enough yet”
 - ▶ “There are only two types of articles; those that are perfect and never get published and those that are good enough and do.”
- ▶ “I’m a failure”
 - ▶ Fear of rejection, every academic gets rejections. If you don’t get rejections, you are not ambitious enough in your choice of journals.
- ▶ “People might steal my ideas”
 - ▶ Ideas are cheap, no one gets anywhere because they **thought** about something. People only succeed when they actually **do** something.
- ▶ “I don’t have time”
 - ▶ The question is not “How much time do I have?” but “How can I use the time I have most effectively?”

[Based on Abbey 2007]

TABLE DISCUSSION (I)

- ▶ What is holding you back from starting or finishing your research papers?
 - ▶ Don't just say "teaching load" please 😊
 - ▶ Teaching loads at MDX are not light, but not out of the ordinary
 - ▶ Most top research universities worldwide have a teaching load of three or four courses a year (coordinated and taught in full without much, if any, teaching assistance)
- ▶ What would help you most to get back on track?
- ▶ 10 minutes in groups, 10 minutes plenary
 - ▶ At each table, please prepare one key issue to share

HOW TO PUBLISH IN TOP JOURNALS (I)?

▶ Perform

- ▶ Top journals have very high standards
 - ▶ Theory development
 - ▶ Research methods
 - ▶ Writing style
- ▶ Get research training if you need it (and nearly all of us do!)
- ▶ Get to know the journal you are submitting to, desk-rejects are increasingly common

▶ Practice

- ▶ Start as student, learn from others; as academics, support your own students
- ▶ Submit conference papers, but realise the difference between feedback at conferences and journal reviews
- ▶ Never send out a paper without some internal review
- ▶ Never send out a rejected paper to another journal without making revisions first
- ▶ Start with recognised international journals, before moving on to top journals

HOW TO PUBLISH IN TOP JOURNALS (2)?

- ▶ **P**articipate in academic networks
 - ▶ Go to conferences and **p**repare
 - ▶ Your research brief (elevator, coffee line, after presentation, reception) and small talk
 - ▶ Decide who you want to meet beforehand, don't just hang out with your friends, meet someone new every time, ask for introductions
 - ▶ Volunteer to review, to participate in committees, get a role if you are shy (MIC)
 - ▶ Networking will not get a mediocre paper accepted, but it will make it easier to get a good paper recognised, it is only human to have more confidence in people you know
- ▶ **B**ut most of all: **P**ersist, **P**ersist, **P**ersist
 - ▶ Rejection is part of an academic's daily life
 - ▶ Shout, curse the reviewers, treat yourself, but never give up ...
 - ▶ My SMJ paper was rejected at three journals before it was accepted at SMJ, the JOB paper was desk-rejected ("doesn't fit the journal's mission") at nearly a dozen journals
 - ▶ Over time you will get better at targeting your papers to the right journals
 - ▶ For junior academics publication in top journals can have an important signalling effect

HOW TO PUBLISH IN TOP JOURNALS (3)

▶ **Performance:**

- ▶ Recognise your own limitations and be prepared to improve them, collaborate with others that have complementary skills

▶ **Practice:**

- ▶ See feedback on your work as a **gift** that helps you to improve, many academics see it only as **critique or discrimination** and become very defensive/argumentative

▶ **Participate:**

- ▶ You don't have to be the world's greatest networker or an exuberant extrovert, but get out there and create your own academic networks

▶ **Persistence:**

- ▶ Get over rejection quickly and don't take it personal; rejection might simply mean the journal wasn't the right outlet for the paper
- ▶ Use whatever is right for you to get rejection out of your system: wine, chocolate, a night out, moaning to colleagues, writing an angry response (but don't send it!)
- ▶ Wait for a couple of days/weeks, read the rejection letter again, and revise the paper as soon as you can for another journal

TABLE DISCUSSION (2)

- ▶ What is your “burning question” in terms of publishing, i.e. which question have you never had a chance to ask, but would love to have the answer to?
- ▶ Do you have any key tips that have facilitated your publishing journey?
- ▶ 10 minutes in groups, 10 minutes plenary
- ▶ Each table prepares one burning question or one key tip

FURTHER READING: ACADEMIC PUBLISHING

- ▶ Anne Sigismund Huff
 - ▶ (1999): Writing for scholarly publication, Sage Publications
 - ▶ (2008): Designing Research for Publication, Sage Publications
- ▶ My blog on all things academia
 - ▶ [How to prevent burn-out? About staying sane in academia](#)
 - ▶ [Why does my paper get a desk-reject time and again?](#)
 - ▶ [How to find your next research project?](#)
 - ▶ [Is publishing like marriage, engagement, and dating?](#)
 - ▶ [Thank You: The most underused words in academia?](#)
 - ▶ [How to make your case for impact?](#)
 - ▶ [Meeting an official guest or your academic hero?](#)
 - ▶ [Female academics: Wives of the organization?](#)