**JEADV Aspiration and Strategy 2023-2028**

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Executive summary

By promoting of high-quality and innovative scientific work, we aim to support clinicians in delivering excellent patient care, improve patient outcomes and quality of life, and advance the management of skin diseases that significantly impact people's lives.

- The JEADV has earned a robust reputation as a distinguished medical journal, owing to the diligent work and dedication of the past Editor-in-Chief (EiC), Prof. Johannes Ring along with his team.

- Our goal is to establish the JEADV as the first European Dermatology Journal and one of the top three dermatology journals globally while enhancing the author and reader experience.

- The proposed changes to the organisation of the Editorial Team, the publication strategy and peer review process are necessary to achieve this goal.

- Three strategic initiatives will be prioritized by the Editorial team and are described in this document:

  1. Enhance the quality, impact and readability of the publications and maximise author experience
     - Attract Clinical Guidelines, position papers, commissioned reviews and primary high-quality clinical trials through proactive networking with researchers and medical societies;
     - Address through editorials and mini-reviews the hot topics and social and political challenges of our specialty;
     - Ramp up the impact of the Journal's social media channels to disseminate scientific content;
     - Maximise the article visibility through commentaries, editorials, graphical abstracts, videos and power point presentations;
2. **Constitute a large and robust network of JEADV editors to support the growth of the journal**

- A large Editorial Team with 5 Associate Editors and 17 Section Editors will cover the extended scientific expertise needed to address the various areas of our specialty
- The Associate Editors will take on an expanded role in the Journal’s strategy, content, and in the manuscript review process, mirroring the workflow of other top dermatology and other specialty journals
- Involve the younger generation of dermatologists in the review process and offer to the young rising stars, who are driven by scientific work and innovation, the position of assistant editors
- Build a collaborative team spirit through regular meetings and prospective work on building the future Journal image and vision
- Capitalise on the strong EADV structure and brain power (Editorial office, Board and Committees, Task Forces, Sister Societies)

3. **Create a new peer-review mechanism to speed-up the process and improve the quality of published articles**

- Increase the level of manuscript rejection at the initial stage by the Editor in Chief and the Associate Editors to give priority to the best manuscripts
- Constitute a large and diverse team of Section Editors, leaders in their respective field
- Renew the pool of reviewers by including the younger dermatologists who are at the peak of their scientific career and productivity
- Reduce the time from submission to decision for the manuscripts selected for review. The average time in 2022 was of 43 days (range 1-150 days) when excluding immediate decisions.
The implementation of this strategic plan should ensure the JEADV’s growth in a challenging international competition and will require investments from the EADV:

- A fair compensation system, similar to the one given by the top competitors for the Associate Editors who will commit a significant amount of time each week to serve the JEADV
- Additional resources in the Editorial office to support the continuous growth of the JEADV publications

We are confident that the implementation of this strategic plan will position the JEADV among the top three dermatology journals worldwide. This will align with the EADV’s mission to foster scientific advancements and best practices in the prevention, diagnosis, and treatment of skin and venereal diseases.
I. **Aim and Vision of the JEADV: Improving care, patient well-being and society**

**JEADV – Furthering progress in dermatology and venereology. The Journal for world-leading advancements in skin and sexual health.**

By promoting of high-quality and innovative scientific work, we aim to support clinicians in delivering excellent patient care, improve patient outcomes and quality of life, and advance the management of skin diseases that significantly impact people's lives.

By publishing high-quality clinical guidelines and position statements, we want to promote the highest possible standards of physician training and clinical care in Dermatology & Venerology.

By widely disseminating the published work through the Journal and its social media channels as well as the podcast programme, we want to reach healthcare professionals, patients, policymakers, and other stakeholders. This endeavour is driven by our commitment to promoting knowledge and enhancing care for the benefit of all.

Furthermore, we strive to openly address social and ethical issues that are relevant for patients, healthcare professionals, and society at large. These issues encompass critical aspects such as access to quality care, equity, diversity, and our social and ethical responsibilities. In our publication, we are committed to ensuring the representation of the full spectrum of skin diversity, recognizing the unique needs and experiences of all individuals.

Our objective is to establish the JEADV as the first European Journal and one of the top three dermatology journals globally, while also enhancing the overall author and reader experience.
II. JEADV Current: a robust and well-established Dermatology Journal but still not in the top league

II.1 The current Status of the JEADV

The JEADV has earned a robust reputation as a distinguished medical journal, owing to the diligent work and dedication of past and current Editors-in-Chief, Prof. Jean-Paul Ortonne (2002-2012) and Prof. Johannes Ring (2013-2023), along with their teams. Their long-term accomplishments deserve sincere recognition. The JEADV holds a prestigious standing in the scientific community and publishes high-quality original articles, reviews, and guidelines. In 2022, the JEADV achieved an outstanding Impact Factor of 9.2, ranking fourth out of 70 indexed dermatology journals worldwide.

The JEADV boasts a significant circulation and readership, with subscriptions from over 12,000 institutions worldwide. The JEADV articles benefit from more than 2 million downloads per year (2021) (Figure 1) and about 4,000 manuscripts are submitted each year for publication in the Journal.

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**Figure 1. JEADV Readership.**

**A.** Increase in the number of JEADV full-text article downloads in the period 2012 to 2021. **B.** The top 10 countries/regions from which JEADV articles were downloaded in 2021, and the percentage each country/region contributed to total usage. All other countries/regions are combined under “Others”.

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Thanks to its continuous growth and to the better contracts re-negotiated with the publisher Willey in 2016 and 2022, the JEADV significantly contributes to the financial growth of the Academy. In 2022, it generated an annual revenue close to 800,000 euros, in addition to the annual 120,000 euros provided by the publisher to the Academy to support the internal JEADV office.

II.2 Analysis of Strengths, Weaknesses, Opportunities and Threats of the JEADV

The JEADV impact factor (IF) has reached a record level of 9.2 in 2022 and 2023. However, it is likely that the IF or will go down in 2024 and 2025 due to the loss of the COVID papers which contributed significantly to the impact factor in 2021 and 2022. Out of the 20 most cited papers of the JEADV in 2022, 11 were COVID related papers, some of them having very high citations (>100) (Figure 2 and Bibliometric analysis 2023).

![Figure 2. JEADV SWOT Analysis. The analysis was based on the feedbacks of over 50 prominent dermatologists, including leaders and member of the Editorial Board](image)

Although the JEADV has experienced a steady increase in its IF from 2017 to 2021 (Figure 3), it remains consistently lower than that of the Journal of the American Academy of Dermatology (JAAD), JAMA Dermatology (JAMA Derm) and the British Journal of Dermatology (BJD). These journals have maintained an IF advantage of 2 to 5 points over the JEADV during the
same period. They attract the most impactful research articles and primary clinical trials. Their characteristics can be summarized as follows:

- The JAAD is the official journal of the American Academy of Dermatology, the largest dermatology society and benefits from strong support from the Society and also from industry as the USA is the leading drug market. The focus is mainly clinical and few translational high-calibre research papers are published by the journal. Its IF is supported by comprehensive guidelines, reviews, and primary clinical trials sponsored by the industry. Additionally, a high number of non-citable items, approximately 30 research letters per issue (similar to JEADV) contribute to the impact factor, as they only impact the numerator.

- The JAMA is also a US-based journal and attracts primary trials from the industry and academic world. The structure of the journal is quite different from the other journals with few citable items (about 9 per issue in comparison to 18-20 per issue for the JAAD and for the JEADV), allowing the editors to be very selective regarding the published papers. The number of citable items has a strong influence on the impact factor as journals with few citable items are advantaged.
The BJD has been the number one European Journal consistently for decades. Over the years the BJD editorial team has built a strong network of Associate and Section Editors with more than 80 people encompassing all the fields of our specialty. This strong network is a major strength of the BJD making sure the best researchers are involved in peer review and are loyal to the journal.

The EC and the board should know that each Section Editor of the BJD (there are 9) is supported by up to 13 associate editors, signs an exclusivity contract with the BJD and receives an annual honorarium of 18,000 pounds (21,000 euros) as compared to 6,000 euros for the JEADV Associate Editors. In addition, the Editor-in-Chief (EiC) is supported by two Deputy Editors. Despite being a small society, much smaller than the EADV, the British Association of Dermatologists provides a very strong support to the BJD allowing the journal to be at the top level.

Significant changes must be implemented to the organisation of the Editorial Team, the publication strategy and the scientific vision of the Journal to ascend to the ranks of the leading journals. An example to follow among others is the evolution of the European Journal “Allergy” which has progressed from the fourth position to the first position between 2018 and 2020 (Figure 4). It shows that a European medical Journal can reach the top position with dedication and hard work.
II.3 Limits of the current organisation of the Editorial Team and peer-review process

Presently, the JEADV Editorial Team consists of 1 Editor-in-Chief (EiC), 2 Associate Editors (AEs), and 10 Section Editors (SEs).

Upon the author’s submission of their manuscript via the online platform, the EiC assesses whether each manuscript should be promptly accepted, rejected, or subjected to the peer-review process (as shown in Figure 5).

Should the manuscript be immediately accepted, the Editorial Office oversees all necessary steps for paper production and publication. This is a rare event.

In the scenario where peer review is required, the EiC designates an AE or SE with relevant expertise.

There is no real distinction between the AE and SE role excepting that the AE receives more papers to review. The assigned editor then takes on the task of selecting reviewers to evaluate the article's quality (Review Score). Upon receiving feedback from reviewers, the editor formulates a recommendation—whether to accept, reject, or request revisions—which is forwarded to the EiC. Ultimately, based on the input of both the editor and reviewers, the EiC makes the final determination on whether to accept, reject, or recommend further revision for the manuscript.
In this workflow, the EiC plays a dual role as both the EiC and an AE responsible for assigning reviewers to manuscripts.

As illustrated in Figure 6, over the past five years, Prof. Ring oversaw approximately 65% of the manuscripts as an AE while simultaneously functioning as the EiC. This indicates the enormous responsibility and workload taken by the EiC. This enormous responsibility was taken by the EiC because the compensation given to the AEs was considerably lower than standard figures. Given this, Prof. Ring refrained from asking them to dedicate a significant amount of time to the journal (as per personal communication with Prof Ring).

**Figure 5. Current peer-review process.** In Dotted Lines, the steps performed by the Editorial Office through the ScholarOne Author submission platform.
The negative effects of such a process are numerous:

1. The manuscript evaluation is highly centralized, lacking an in-depth evaluation by a team of people coming from different perspectives/expertise.

2. The EiC spends most of his time reviewing and assigning manuscripts, leaving little for the other essential strategic activities for the journal (e.g., editorials, editorial team management, identification of research trends and rising stars to involve in writing and reviews, organising and leading a regular online meeting with the Editorial Team etc.).

3. It is challenging to obtain commitment and strategic contributions from the two Associate Editors who may find it difficult to dedicate a significant amount of their time due to the inadequate compensation system.

4. The pool of reviewers for the journals is limited and many reviewers are overloaded and decline to review.
As shown in Figure 7, there has been a massive increase in the manuscripts submission (from 2950 in 2016 to 4600 in 2022). This significant growth has pushed the current process to its limits, leading to challenges for several Editors. They have expressed concerns about the difficulties finding reviewers endangering the peer review process, the quality and the speed of the manuscript review process.

III. Our strategic plan to position the JEADV in the top league of Dermatology-Venereology Journals

The key actions listed here will be taken by the Editorial Team (EiC, AEs, Editorial office) with contribution from the Section Editors. They will require significant investment from the team.

III.1 Enhancing the articles quality, impact and readability

The new Editorial Team will proactively focus on attracting more high impact articles to the JEADV: Guidelines, reviews, primary clinical trials and clinical research papers.
- **European guidelines**: The JEADV serves as the official Journal for European guidelines, which receive significant attention and citations. The Editorial Team will proactively liaise with the different task forces and European teams (including EDF) working on guidelines to prospectively plan the guidelines publication and dissemination.

- Improving the readability and dissemination of the guidelines has been identified as an important area of growth. Remarkably, among the twenty most cited articles in the JEADV over the past 10 years (2012-2022), 10 of them are guidelines or position statements.

- To enhance the readability and dissemination of the guidelines, several strategies will be considered, such as:
  - Developing a condensed version of the guidelines to improve their usability for practitioners and residents preparing examinations; Such initiative has been mentioned in the EADV strategy document in 2022 reviewed by the board and should be prioritized.
  - Creating a condensed version of the guidelines in plain language to enhance their accessibility for patients. Additionally, exploring the translation of guidelines into different European languages could broaden their reach and impact;
  - Preparing a one- or two-page graphical summary of the guidelines, including decision algorithms;
  - Creating short PowerPoint presentations and videos featuring authors’ interviews to provide concise and engaging content;
  - Expanding the communication of guidelines through various EADV channels and social media and involving the future appointed JEADV Multimedia Section Editor and the EADV communication committee for broader outreach.

These solutions will increase the dissemination and impact of the guidelines. The same strategy will be applied to reviews and position statements.

- **High-quality clinical trials** contribute enormously to the advancement of clinical medicine. At present, few primary manuscripts of large clinical trials are submitted to the JEADV. Our goal is to increase the
submission of such manuscripts to the JEADV. The involvement in the entire Editorial Team including the Editorial Board will be requested for this. This can be achieved by:

- Networking with authors of high-quality clinical trials, task forces and pharma researchers;
- Identify the pharma team and opinion leaders working on innovative drugs and asking them to submit their primary papers to the JEADV;
- Providing special fast-track reviews and publication channels, as offered by other high-profile journals (conditions to be defined), for high-quality clinical trials;
- Enhancing the author experience by maximising the exposure of their publications through new editorial content:
  - Graphical abstracts,
  - Capsule summaries of what is new and significant in the study
  - Lay-people summary for dissemination of knowledge
  - Short PowerPoint presentations and videos for social media promotion.

- Increase the number of commentaries and editorials accompanying the original articles by soliciting experts in the field as well as members of the Editorial Team and the Editorial Advisory Board.

- Reviews and hot topics: High-quality reviews attract attention and help clinicians to improve their knowledge and skills. The new Editorial Team will dedicate time and efforts to identify the important topics for reviews and commission experts in the field to produce reviews for the JEADV. Furthermore, it will proactively identify the hot topics through regular discussions during editorial team meetings, consultations with experts and media specialists, literature review and analysis of social media trends. These hot topics deserve a coordinated response by the Journal supported by the Editorial Team with editorials, position statements, commissioned reviews, and special issues. The JEADV has effectively demonstrated this approach during the COVID pandemic, with four COVID-related papers among the most cited articles in 2021. Moving
forward, it is recommended to implement this strategy more systematically in future endeavours.

- Address through editorials and regular mini-reviews the social and political challenges we are facing as physicians, dermatologists, and patients such as: access to care, health economics issues, diversity, patient-physician relationship, leadership in medicine, ageing, sexually transmitted diseases (STD) and cancer prevention, relationship with the pharma industry, interpreting data, the changing role of healthcare workers, embracing artificial intelligence (AI), and, in the resident’s corner, addressing the specific issues faced by younger generation dermatologists.

- Maximise the use of social media: An important point to address is the Journal presence and impact in social media which represent the first methods of knowledge acquisition for most of the younger generation of dermatologists and venereologists. The presence of the JEADV on social media lags significantly behind the other top-ranked journals, as evidenced by the relatively lower number of followers on Twitter (JAAD 16,000, JAMA Derm 25,200, BJD 11,600, JEADV 6,600) and Instagram (JAAD 52,000, BJD 17,000, JEADV 9,300). Furthermore, there is a noticeable disparity in the frequency of posts summarizing key papers, which sets it apart from the highly ranked journals.

Key actions to maximise the JEADV presence on social media:

- Elaborate with the Editorial Team and the Multimedia Section Editor a specific strategy for the JEADV social media presence: disseminate graphical abstracts of published papers and key figures of impactful letters on social media, post videos of authors and editors discussing new findings, elaborate quiz on commissioned reviews etc…

- Conduct a comprehensive readership survey on the quality of the Journal, to have a better understanding of who our readers/authors are and what are their needs. By addressing the different categories of readers and authors, we can better prioritize our measures to make the Journal more attractive.
III.2 Forming a larger, robust and diverse team of JEADV Editors to support the growth of the Journal

Considering the rapid advancements in science and clinical medicine, it is crucial to swiftly analyse data and innovation through various perspectives. Furthermore, in the face of the knowledge explosion and the rapidly changing world, it is only through large coordinated teams that complex issues and the high volume of incoming manuscripts can be effectively managed.

All high-profile journals such as the British Journal of Dermatology (ranked no. 3 in Dermatology; https://academic.oup.com/bjd/pages/editorial-board), the JAAD, the J Invest Dermatol have large editorial teams (Figure 8). Among them the JEADV is the journal with the lowest number of editors. The only

<table>
<thead>
<tr>
<th>Rank</th>
<th>Dermatology Journals</th>
<th>IF 2022</th>
<th>Society</th>
<th>Publisher</th>
<th>Editorial Team Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Journal of the American Academy of Dermatology (JAAD)</td>
<td>13.8</td>
<td>American Academy of Dermatology</td>
<td>Elsevier</td>
<td>1 Editor-in-Chief 1 Senior Associate Editor 6 Associate Editors 8 Assistant Editors 13 Special Editors Total: 30 editors</td>
</tr>
<tr>
<td>2</td>
<td>JAMA Dermatology</td>
<td>10.9</td>
<td>n/a</td>
<td>JAMA</td>
<td>1 Editor-in-Chief 1 Deputy Editor 6 Associate Editors 6 Section Editors 5 Assistant Section Editors 2 Editorial Fellows Total: 21 editors</td>
</tr>
<tr>
<td>3</td>
<td>British Journal of Dermatology (BJD)</td>
<td>10.3</td>
<td>British Association of Dermatologists (BAD)</td>
<td>Oxford Academic</td>
<td>1 Editor-in-Chief 2 Deputy Editors 9 Section Editors 72 Associate Editors 2 Editorial Trainees Total: 86 editors</td>
</tr>
<tr>
<td>4</td>
<td>Journal of the European Academy of Dermatology and Venereology (JEADV)</td>
<td>9.2</td>
<td>European Academy of Dermatology and Venereology (EADV)</td>
<td>Wiley</td>
<td>1 Editor-in-Chief 2 Associate Editors 10 Section Editors Total: 13 editors</td>
</tr>
<tr>
<td>5</td>
<td>American Journal of Clinical Dermatology</td>
<td>7.3</td>
<td>n/a</td>
<td>Springer</td>
<td>1 Editor-in-Chief 2 Section Editors Total: 3 editors</td>
</tr>
<tr>
<td>6</td>
<td>Journal of Investigative Dermatology (JID)</td>
<td>6.5</td>
<td>European Society for Dermatological Research (ESDOR) Society for Investigative Dermatology</td>
<td>Elsevier</td>
<td>1 Editor-in-Chief 4 Deputy Editors 33 Section Editors 33 Associate Editors Total: 74 editors</td>
</tr>
</tbody>
</table>

Figure 8. Editorial Team Composition of the Top 6 Dermatology Journals according to their impact factor
exception is the American Journal of Clinical Dermatology which is a company owned journal (Adis), only publishing therapy papers and for which editors are full time employees of the Adis company.

Journals from other specialties such as Annals of the Rheumatic Diseases (ranked no.1 in Rheumatology; https://ard.bmj.com/pages/editorial-board/) have large editorial teams to be able to cope with the rapid advancement of science and medicine and the high number of submitted manuscripts.

Our objective is to build a strong team of Associate and Section Editors, who will pursue the JEADV mission and work in close contact with the Editorial Office. It will be vital to ensure diversity in terms of expertise, geographic distribution, age range, and gender balance. Additionally, it will also be crucial to engage junior colleagues in the team, who can benefit from mentorship while also contributing to the Journal’s enhanced agility in data communication and dissemination through social media.

The Associate Editors:

Together with the Editor-in-Chief and in coordination with the Editorial Office, the Associate Editors will have a much extended role in the new JEADV Editorial Team organisation:

- Elaborate on the JEADV strategy and master the Journal's scientific content; regular bi-monthly meetings with the EiC and the editorial office will be planned;
- Be responsible for the overall direction of the Journal, the implementation of changes and the creation of new sections/material;
- Perform after initial triage by the EiC the second “triage” (desk-rejection) of the submitted manuscripts based on pre-defined criteria (e.g., fit with the scope of the Journal, the novelty of the findings, and the quality of the study and writing), considering that about 50% to 80% of manuscripts are rejected without review as standard practice in high profile medical journals;
- Be allowed to propose the transfer of manuscripts to the companion Journal, JEADV Clinical Practice (JEACP), if this appears appropriate;
- Allocate the selected manuscripts to the Section Editors for further analysis and review;
- With the EiC, select authors for commissioned reviews, commentaries and editorials;
- Participate in the writing of commentaries and editorials;
- Assist the Editor-in-Chief in effectively resolving conflicts and addressing issues that may arise with manuscripts, such as conflicts of interest and complaints from authors. This should be done following the Journal's policies and through constructive discussions with the team;
- Be required to meet in person during EADV Congresses and virtually on a bi-monthly basis;
- Receive fair compensation for their dedicated time and effort, which could consist of one day per week on average. In addition, they will also receive benefits such as invitations to EADV congresses, symposia and conferences, attendance at the President's dinners and an honorarium.

The following individuals have agreed to contribute to the Journal as JEADV Associate Editors and will be submitted for approval by the EADV Board (in alphabetical order):

Rolland Gyulai (HU)
Emek Kocatürk (TUR)
Jo Lambert (BE)
Christian Posch (AU)
Sarah Walsh (UK)

The Section Editors:
- They are leaders in their respective field;
- They are responsible for specific subjects and defined areas of the JEADV;
- They organise the peer-review process in their area of expertise by evaluating the manuscripts assigned to them by the Associate Editors and the Editor-in-Chief, and subsequently sending them out for review;
- They have the authority to recommend the rejection of manuscripts that appear to be out of scope or lacking in new data without full review;
- They lead a team of Assistant/Junior Editors;
- They contribute to the overall strategy of the Journal and participate in the editorial meetings during EADV Congresses and outside the EADV events (mostly virtual meetings);
- They participate in the writing of editorials and commentaries;
- They are invited to attend the EADV congresses and symposia, where they actively participate in editorial meetings. In recognition of their contributions, they also receive an honorarium.

The final list of proposed Sections, established in collaboration with the Associate Editors, along with the respective Editors assigned to each is:

1. Mette Deleuran (DK): Allergology and atopy
2. Klaus Eisendle (IT): Procedural dermatology (including laser)
3. Khaled Ezzedine (FR): Epidemiology and evidence-based medicine, pigmentation
4. Olivier Gaide (CH): New technologies and innovation (including Artificial Intelligence and digital pathology)
5. Christopher Gebhardt (DE): Skin cancers
6. Evgenia Makrantonaki (DE): Ageing, environment, and aesthetic medicine
7. Annabel Maruani (FR): Genetics and paediatric dermatology
8. Julia-Tatjana Maul (CH): Inflammatory skin diseases 1 (psoriasis, adverse reactions to drugs, auto-inflammatory diseases)
9. Electra Nicolaidou (GR): Sexually Transmitted Infections (STI) and genital dermatoses
10. Aikaterini Patsatsi (GR): Inflammatory skin diseases 2 (autoimmune-mediated): bullous diseases, lupus, lichen
11. Bertrand Richert (BE): Hair/nails disorders (including alopecia)
12. Francesca Sampogna (IT): Quality research and patient-related outcomes (including psychodermatology)
13. Ditte Marie Saunte (DK): Skin infections
14. Jason Shourick (FR): Biostatistical advice section
15. Myrto Trakatelli (GR): Health equity and social responsibility
16. Thrasivoulos Tzellos (NO): General medical dermatology (including acne, rosacea, and hidradenitis suppurativa)
17. Sergio Vañó Galván (ES): Multimedia editorial section

Assistant/Junior Editors:
- They contribute to the peer-review process by reviewing manuscripts and overseeing the review process of manuscripts under the supervision of the Section Editor for each section;
- The Junior Editors will be young colleagues, dermatologists or PhD holders with research and publication experience, who are interested in getting more expertise in peer review and editing;
- Assistant Editors and Junior Editors receive no compensation for their involvement in the Journal.

Approximately a total of 4 to 6 Assistant /Junior Editors per section seems appropriate.

The Editorial Advisory Board
- The role of the Editorial Board is to advise the Editorial Team and support the development of the JEADV;
- It will consist of colleagues who are experts in their field and who have extended scientific experience;
- They will participate in the review process with a commitment to review five manuscripts per year and occasionally write commentaries and editorials.

The Reviewers
It will be important to work on valuing our team of peer reviewers. Their work is of utmost importance, and we should make efforts to identify and acknowledge their contribution more effectively. An update in the reviewers database will be implemented by the Editorial Team (EiC, AEs, SEs). The selection of potential reviewers should involve the different committees and task forces of EADV, as well as the colleagues attending
EADV courses or participating in the scientific program. Continuing the practice of recognizing and acknowledging reviewers through letters and publishing their names, especially those who conduct a significant number of reviews annually, is highly recommended. Additionally, we could consider implementing a JEADV cocktail at congresses and symposia, dedicated to Editors and Reviewers. This event could feature presentations by Editors and discussions regarding the direction of the Journal.

**III.3 A new manuscript review mechanism to speed up and enhance the peer-review process**

Our proposal for the Editorial Team is to empower the Associate Editors, enabling them to serve as fully responsible members of the core Editorial Team, as it has been done by top Dermatology Journals such as the JAAD and the BJD:

- They will participate fully to the building of the JEADV strategy
- They will oversee the making of the Journal through bi-monthly virtual meetings with the EiC and the Editorial Office
- They will have, with the EiC, a leading role in the manuscript selection process
- They will contribute to the mentoring of younger colleagues that we will train as reviewers and assistant/junior editors

Under the supervision of the EiC, and after a first triage of all submitted manuscripts made by him, they perform a second triage of the incoming manuscripts allocated to them by the EiC based upon their expertise. They will then be responsible for the allocation of manuscripts to Section Editors and giving recommendations regarding acceptance. They will also participate actively in the growth of the journal through strategic development; for example, selection and commission of reviews, preparation of special issues, writing and commissioning of editorials.
The responsibilities assigned to the new Associate Editors will be very different from those of the current Associate Editors. This explains the need for appropriate compensation taking into consideration their increased responsibility and time commitment.

With the implementation of the new peer-review process (as depicted in Figure 9), the objective is to increase the quality and speed of peer review and to avoid the concentration of papers handled by one Editor (EiC as AE) and distribute the workload more evenly and equitably among the various AEs.

Figure 9. New peer-review workflow. In Dotted Lines, the steps performed by the Editorial Office through the ScholarOne Author submission platform.

In the new peer-review process, upon submission, the submitted article will be allocated to the EiC who performs the first triage and allocates the retained manuscripts to one of the five AEs based on their respective areas of expertise. This designated editor will subsequently reject the manuscript or assign it to a specific SE. The SE will then carefully choose the most suitable reviewers to assess the manuscript’s suitability for publication.
Drawing from the reviewers' evaluations, the SE will furnish a recommendation to the AE, who, in turn, will provide his/her own recommendation to the EiC regarding acceptance, rejection, or the need for revisions. Ultimately, the final decision on whether to accept, reject, or request revisions for the manuscript will remain within the EiC's responsibilities.

The increase in the number of AEs and SEs will contribute to the enhancement of the JEADV Editorial Team's collective expertise, consequently elevating the overall quality of the peer-review procedure and decreasing the peer-review turnaround time.
IV. Editorial Office team structure and support for the new Editorial Team

The current JEADV Editorial Office team consists of the Head of Editorial & Publication (Asao Sarukawa), the Editorial Operations Manager (Stefania Caso), an Editorial Coordinator (Diana Quadri), a Medical Illustrator (Laurence Zulianello) and a Medical Writer (Galadriel Bonnel).

The Editorial Office is responsible for the daily journal operations, from enabling and monitoring the smooth peer review process for each manuscript, to coordinating the publication of monthly issues and supplements.

Under the proposed Editorial Team structure, in which there will be a significant increase in the number of Associate and Section Editors, the workload for the associated tasks for the Office in supporting them is expected to increase substantially.

The additional tasks for the current Editorial Office (aside from the daily tasks involving peer review and production coordination and monthly issue planning) will include:

1. Setting up the **new peer-review workflow** and implementing the changes to the manuscript submission and peer-review system, ScholarOne Manuscripts, with Wiley's and ScholarOne's specialist technical teams;

2. Organizing and providing **individual training** to each new Associate and Section Editor on how to use the ScholarOne system in their new roles. The training covers all stages of the peer review process, from inviting reviewers to making recommendations on papers and we plan to deliver it online (via videoconferences) and in person whenever possible;

3. Assisting the Editor-in-Chief, Associate and Section Editors with any **technical questions and issues with the ScholarOne system** on a daily basis;

4. Setting up a **new journal issue structure**, planning the new issues 3 months in advance and liaising with Wiley’s production team.
The first issue under the new Editorial Team will be the January 2023 issue (the planning should start in September);

5. Handling the increased number of **editorials and commentaries** and supporting the Editors and authors (invitations and author support);

6. Coordinating and supporting the preparation and publication of the **graphical abstracts** with the authors and Wiley’s production team;

7. Coordinating and supporting the preparation and publication of the **author videos** with the authors, the Editors and Wiley’s production team;

8. Coordinating and supporting the planning, peer-review and publication of **special issues** and promoting the special issues on social media and websites;

9. Providing **social media training** for the Editors;

10. Expanding the dissemination of Journal articles through **social media and the EADV Podcast**;

11. **Promoting the appointment of the new Editor-in-Chief and his team of editors** via special editorials, social media, videos, and on journal websites – this will involve substantial coordination for gathering materials, preparing graphics, editing videos and coordinating with stakeholders.

The support needed for the newly appointed JEADV Editors (Associate, Section, and Assistant/Junior)

Providing both in-person and online training for the incoming Editors is essential for a smooth and effective transition of the Editorial Team. The Editorial Office will organize meetings in collaboration with Wiley and a publishing expert in Lugano with a particular focus on:

- Understanding the citation and the Impact Factor calculation process;
Understanding the scientific publishing trends, in particular the shift to Open Access and Open Science and its impact on publishing models and finances;

Insights into the highly cited papers of the JEADV versus its competitors (JAAD, JAMA Derm, BJD, JID);

Number and nature of the highly cited papers;

Number and nature of the zero-cited papers;

Keywords of the highly cited papers;

Type of manuscripts and institutions/countries associated with highly cited papers;

The ratio of original articles versus letters in the different journals;

Acceptance rate and circulation of JEADV and its competitors;

Timelines from submission to publication in the different journals;

Author experience/benefits in the different journals;

The use of social media, podcasts, and other sources of information by different journals

Publication ethics, frauds, and plagiarism (use of the software)

Publications guidelines (STROBE, CONSORT, etc.)

Increase of Workload Over the Years

The number of manuscripts the JEADV Editorial Office processes has increased by 25% (2022) to 46% (2020 – the start of the COVID pandemic) in the past 4 years, whereas the number of staff dedicated to the JEADV (2 people) has remained the same.

Furthermore, as the publishing industry’s requirements for a fair and transparent publication practice became more stringent and stricter every year, the number of items that the authors are requested to provide with their manuscripts increased and the checking process by the Editorial Office became more complicated and time-consuming. These items include the Conflict of Interest declaration forms and statements from each author, Data Availability statement, Patient Consent statement, Ethics statement, ethical approval, as well as CONSORT and STROBE statement and PRISMA flowchart for certain types of manuscripts (clinical trial reports and systematic reviews). The Editorial Office must check and liaise with each submitting author if required elements are missing, which resulted in 25-50% additional time spent on checking and screening over the past years.
Request for an Additional Workforce for the Editorial Office

Currently, the Editorial Office staff manages and maintains all the journal's social media channels (Twitter, Facebook, Instagram) as well as coordinates the journal websites content (e.g., updates and creation of new content such as videos), as additional tasks to our daily journal operations (peer review and production of articles). However, there is no extra capacity nor sufficient knowledge and skills to be able to support expanded media activities on the current team.

Although the collaboration with the new Multimedia Section Editor will certainly be a game changer in terms of enriching the social media content, the daily work of formatting, language proofing and preparing the graphics for the posts as well as posting the content, managing the platforms and coordinating with the Section Editor are the work of an Editorial Office staff. Therefore, we expect a sharp increase in the related workload will not be mitigated by the collaboration with the Multimedia Section Editor.

In light of the above, a request for an additional staff member (Editorial & Media Coordinator) at 100% of capacity in the Editorial and Publication Department was submitted by the Head of Editorial and Publication.

The key responsibilities of the Editorial & Media Coordinator will be to:

- Develop, implement and manage our media strategy for the JEADV and JEACP;
- Actively engage and work with the JEADV's Social Media Editor's team to create social media, website, video and podcast content;
- Assist in the creation and editing of written, video, audio and graphic content and review content for accuracy and quality;
- Review analytics and create reports on key metrics;
- Research current trends and audience preferences in order to create relevant content and drive traffic to the journals' websites;
Assist with checking submissions for peer review in order to ensure compliance with submission standards and author guidelines of the JEADV.

It is important to note that the Editorial Office functions are based on a tight-knit chain of tasks, workflows, and constant communications with each other. The Editorial & Media Coordinator must be securely inserted in this chain, e.g., he/she must be a team member within the Editorial and Publication Department, and the tasks above cannot be covered by a Media Coordinator from the Communications Department who occasionally collaborates with the Editorial Team. The Editorial & Media coordinator will also perform the screening of the new and revised submissions alongside the Editorial Coordinator and will have an overview of the manuscripts submitted to the Journal. Without this daily and constant collaboration within the team and with the editors as well as a deep understanding of the entire peer-review and publication workflows, we will not be able to provide all the support the Editors need to continue growing a competitive journal.

Since the rest of the Editorial Office staff members will be released of media-related tasks, the addition of the Editorial & Media Coordinator will also:

- Help the rest of the team handle the daily processing of manuscripts more efficiently;
- Boost the morale of the whole team and strengthen the employee retention rate;
- Support the journal editors;
- Provide the improved author and reviewer experience;
- Increase loyalty to the journal;
- Help us better organize holiday and sick leave covers;
- Encourage the team to actively develop ideas to improve the journal and engage in new projects.
JEADV Editorial Office Tasks and Activities

The table below describes the key additional tasks and activities identified in the new JEADV strategy proposal. It shows the importance/urgency of each activity and the estimated timing for implementation with an introduction of an additional staff member to the Editorial Office.

- The green cells marked “High / Immediate implementation” indicate that the task is urgent and needs to be implemented immediately and prioritized.
- The yellow cells marked “Medium/Mid-term implementation” indicate that the task is of importance but will be implemented after other urgent tasks are handled (Q2 2024).
- The red cells marked “Low / Long-term project” indicate that the task cannot be prioritized at this moment but will be planned for implementation in the second half of 2024.

<table>
<thead>
<tr>
<th>Additional Activity</th>
<th>EO’s Role</th>
<th>Importance/Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Preparation and onboarding of the new editorial team</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Set up and implement the new peer-review workflow (introduction of Section Editors)</td>
<td>Collaborate with System specialists from Wiley and implement the changes</td>
<td>High / Immediate implementation</td>
</tr>
<tr>
<td>ScholarOne system training of the new Editors</td>
<td>Organize and provide training to the individual Editors (c. 20 Editors)</td>
<td>High / Immediate implementation</td>
</tr>
<tr>
<td>Increased daily technical support of the new Editors</td>
<td>Provide the support daily</td>
<td>High / Immediate implementation</td>
</tr>
<tr>
<td>Coordinate and implement the new issue structure</td>
<td>Liaise with the EiC and production</td>
<td>High / Immediate implementation</td>
</tr>
<tr>
<td>Promote the new Editorial Team across channels</td>
<td>Liaise with the Editors for the content and prepare the promotional posts</td>
<td>High / Immediate implementation</td>
</tr>
</tbody>
</table>

**Clinical Guidelines**

<table>
<thead>
<tr>
<th>Additional Activity</th>
<th>EO’s Role</th>
<th>Importance/Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plain Language Summary (PLS) of the guidelines</td>
<td>Liaise between authors/production/(medical writer)</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Graphical summary of the guidelines</td>
<td>Liaise between authors/production/(medical illustrator)</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Task</td>
<td>Liaison</td>
<td>Implementation Time</td>
</tr>
<tr>
<td>---------------------------------------------------------------------</td>
<td>--------------------------------</td>
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</tr>
<tr>
<td>PowerPoint presentations of the guidelines</td>
<td>Liaise between authors/production</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Author videos and interviews</td>
<td>Liaise between authors/production; support with postproduction of videos</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Social Media promotions of guidelines (graphics, videos, etc.)</td>
<td>Liaise between authors/Multimedia Editor; Perform formatting, editing, posting</td>
<td>Medium / Mid-term implementation</td>
</tr>
</tbody>
</table>

**Clinical Trial Reports**

<table>
<thead>
<tr>
<th>Task</th>
<th>Liaison</th>
<th>Implementation Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arrange special fast-track reviews for clinical trial reports</td>
<td>Liaise between publisher/authors/Editors/production</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Graphical summary of clinical trial reports</td>
<td>Liaise between authors/production/(medical illustrator)</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Capsule or PLS of clinical trial reports</td>
<td>Liaise between authors/production/(medical writer)</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>PowerPoint presentations of clinical trial reports</td>
<td>Liaise between authors/production</td>
<td>Low / Long-term project</td>
</tr>
<tr>
<td>Author videos and interviews</td>
<td>Liaise between authors/production; support with postproduction of videos</td>
<td>Low / Long-term project</td>
</tr>
<tr>
<td>Social Media promotions of clinical trial reports (graphics, videos, etc.)</td>
<td>Liaise between authors/Multimedia Editor; Perform formatting, editing, posting</td>
<td>Medium / Mid-term implementation</td>
</tr>
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</table>

**Social Media/Podcast**

<table>
<thead>
<tr>
<th>Task</th>
<th>Liaison</th>
<th>Implementation Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop social Media strategy</td>
<td>Collaborate with EIC/Multimedia Editor/AEs</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Readership survey on the quality of the Journal</td>
<td>Prepare and post the survey online</td>
<td>Low / Long-term project</td>
</tr>
<tr>
<td>Increased number of videos</td>
<td>Liaise between authors/production; support with postproduction of videos</td>
<td>Medium / Mid-term implementation</td>
</tr>
<tr>
<td>Increased number of quizzes</td>
<td>Liaise between authors/Multimedia Editor; Perform formatting, editing, posting</td>
<td>Low / Long-term project</td>
</tr>
<tr>
<td>Increased number of JEADV podcast episodes</td>
<td>Collaborate with Podcast Team and liaise with Editors, podcast guests</td>
<td>Low / Long-term project</td>
</tr>
</tbody>
</table>
### Editorials/Commentaries

| Increased number of invited editorials and commentaries | Invite and liaise with the authors and Editors | Medium / Mid-term implementation |

### Special Issues

| Increased number of Special Issues | Liaise with authors, Editors, production | High / Immediate implementation |
V. Resources and budget needs

Supporting Editors

Currently, the JEADV Editorial Team consists of 1 Editor-in-Chief, 2 Associate Editors and 10 Section Editors. The Editor-in-Chief receives 45,000 euros, each Associate Editor receives 6,000 euros and each Section Editor receives 3,000 euros annually.

For this present proposal, we request the appointment of 5 Associate Editors who will have extended responsibilities. As discussed in this document, the Associate Editors will be empowered to become fully responsible members of the core Editorial Team.

The responsibilities assigned to the new Associate Editors will be very different from those of the current Associate Editors. This explains the need for appropriate compensation, aligning with the one offered by the BJD to their Section Editors, who perform comparable tasks to what we are planning in the new journal review process.

It is expected that each Associate Editor will dedicate one day a week to the journal. Based on these considerations, an annual compensation of 10,000 Euros per Associate Editor appears legitimate. Therefore, the requested budget for honoraria of the Associate editors is 50,000 euros. This annual compensation will be subject to the yearly review by the EC.

For the present proposal, we are seeking the appointment of 17 Section Editors. The requested annual compensation for each Section Editor is to be maintained at 3,000 euros. The total budget requested for the appointment of the Section Editors is 51,000 euros.

For the Editor-in-Chief, the management of the Journal is expected to require approximately two and a half days per week, resulting in a necessary shift in focus that includes the reduction of clinical research and consulting activities. For the Editor-in-Chief an annual compensation of 45,000 euros matching the one received by Prof Ring in the previous years.
is requested and should be subjected to regular evaluation by the EC and Board.

The requested total annual budget for the supporting Editors amounts to 146,000 euros as compared to 87,000 previously. This increase must be seen as an investment in the context of the new ambition for the JEADV. It should provide within 2 to 3 years a maximised impact and a return on investment.
VI. **JEADV performance evaluation**

VI.1 **Impact factor**

Our goal as delineated in the strategy document is to make the JEADV one of the top 3 journals within 5 years as defined by the impact factor. The impact factor is calculated by counting the number citations received by papers in the previous two years and dividing this by the number of citable items published in the same period. The first impact factor attributed to the new team will be in 2026 (papers from 2024 and 2025). The effect of the new strategy should be effective in 2027 and 2028.

In the meantime, there is a very high likelihood that the impact factor will go down in 2024 and 2025 due to the loss of the COVID papers which contributed significantly to the impact factor in 2021 and 2022.

VI.2 **Other performance measures**

1. Yearly evaluation of the Editorial Team performance will be done by the EC
2. The JEADV Editor in Chief will continue to update the EADV board on a yearly basis about the status of the journal as per EADV bylaws. The board has the possibility to take action each year if not satisfied with the work of the Editor in Chief and his team.
### VII. Action plan implementation summary 2023-2024

<table>
<thead>
<tr>
<th>Topic</th>
<th>Action</th>
<th>Who</th>
<th>By When</th>
</tr>
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<tbody>
<tr>
<td>New peer-review workflow</td>
<td>▪ Establish the new peer-review workflow and implement the changes to the manuscript submission and peer-review system, ScholarOne Manuscripts</td>
<td>EiC, Editorial Office, ScholarOne IT team</td>
<td>Dec 2023</td>
</tr>
</tbody>
</table>
| New Editorial Team           | ▪ Training on the peer-review process  
▪ Training on the ScholarOne Manuscript submission platform | Editorial Office             | November 2023 |
<p>| New Editorial Board Members  | ▪ Recruit new Editorial Board Members                                  | EiC                          | October 2023  |
| New journal issue structure  | ▪ Establish the new issue structure for the March 2024 issue onwards 3 months in advance | EiC, Editorial Office, Wiley Production Team | November 2023 |
| Manuscripts in transition    | ▪ Reassign the manuscripts still in                                      | EiC, Editorial Office        | Q4 2023 – Feb 2024 |</p>
<table>
<thead>
<tr>
<th>Task</th>
<th>Description</th>
<th>Responsible Parties</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Announcement of new team</td>
<td>▪ Promote the new Editorial Team (bios, photos, videos, podcast) on social media and websites</td>
<td>Editorial Office</td>
<td>Q1 2024</td>
</tr>
<tr>
<td>Guidelines, reviews, and position paper</td>
<td>▪ Proactively work with authors on summary content, graphical summary</td>
<td>EiC Associate Editors Section Editors Authors</td>
<td>Q2 to Q3 2024</td>
</tr>
<tr>
<td></td>
<td>▪ Partner with societies to maximize guidelines publication, reach and impact</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Original articles</td>
<td>▪ Increase the publication of primary clinical trials</td>
<td>EiC Associate Editors Editorial Office Multimedia Section Editor</td>
<td>Q2 to Q4 2024</td>
</tr>
<tr>
<td></td>
<td>▪ Liaise with industry and primary investigators</td>
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<td></td>
<td>▪ Fast-track review for Clinical Trial Reports</td>
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<td></td>
<td>▪ Editorials, graphical summary, authors PPT and videos, social media dissemination, Podcast</td>
<td></td>
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</tr>
<tr>
<td>Revise the peer-review process</td>
<td>▪ Ensure fast and high-quality review of manuscript</td>
<td>EiC Associate Editors</td>
<td>Q1 2024</td>
</tr>
<tr>
<td>Immediate rejection of out-of-scope manuscripts</td>
<td>Enhance the quality of published papers</td>
<td>Section Editors</td>
<td></td>
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<td>-------------------------------------------------</td>
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<tr>
<td><strong>Special Issues</strong></td>
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<td></td>
</tr>
<tr>
<td>▪ Plan and publish Special Issues (invite guest editors, commission reviews, Call for Submissions etc.)</td>
<td>▪ Promotion on social media</td>
<td>EiC Associate Editors Editorial Office Q2 to Q4 2024</td>
<td></td>
</tr>
<tr>
<td><strong>Recruit and train young assistant editors</strong></td>
<td>Involve the younger generation of researcher in the Journal, identify rising stars, support the highest quality review process</td>
<td>EiC Associate Editors Section Editors Q2 2024</td>
<td></td>
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</tbody>
</table>