The Office of Faculty Development (OFD)

Get that Paper out the Door!
Pearls and Pitfalls of Publishing

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Dave Yousem, MD, MBA - Associate Dean for Professional Development

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Who are we? Office of Faculty Development (OFD)

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Program Coordinator

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Maria Oliva-Hemker, MD  
Vice Dean for Faculty
Do you find yourself wishing you had the: time; interest; energy; inspiration; motivation; dedication; organization; or know-how to get those papers started, worked-on, finished, and submitted for publication? Yes, writing is hard! But in academic medicine, writing is your job, so do your job every day! In this active and engaging panel presentation, you will see how three different faculty members dispel common writing myths. You will learn a multitude of techniques to overcome your personal writing barriers, including: I don’t know how to get started; I’m not ready to start; I don’t have the time to write – I’m too busy; I have trouble finishing my papers; I just need a few more _____ (hours, patients/samples, analytic models, emails from co-authors…) before I can finish it…and others! At the end of this session, you will have identified at least three things that you can do right away to banish the speed bumps on your road to scholarly productivity.
Does one ever just show up up…

- at church and hope a service happens?
- at the ballfield and hope a game happens?
- at school and hope a class happens?
- at the theater and hope a movie starts?

- Of course not! There’s always a schedule/a plan! So why do we “hope” we’ll write today/this week?
Writing is hard!

• “Having a book [grant, manuscript] rejected is horrible. It’s like having a baby and when you show it to people, they tell you to stick it back in your uterus.”  Candace Bushnell, *Killing Monica*

• And you work in academic medicine where scholarship is the currency of the trade, the coin of the realm…

• so writing is your job…

• so do your job every day!
Today’s objectives

• Identify common barriers of writing

• Learn tools to increase your writing practice

• Identify 3 new practices that you will implement over the next 4 weeks; write them down; state them publicly
***Worksheet: Think

With regard to my writing…

1. I’m really good at ______
2. I really enjoy ______

3. I’m really bad at ______
4. I really hate ______

E.g. planning, organizing, scheduling things; doing literature reviews; designing studies; collecting data; analyzing data; writing introductions; writing discussions; making tables, figures, or charts
Which are YOUR barriers to writing? (note all that apply)

1. I have trouble getting started
2. My perfectionism prevents me from finishing
3. I have too many clinical commitments
4. I have too many teaching commitments
5. I have too many administrative commitments
6. I have too many personal/family commitments
7. I have difficulty with time management
8. I have too many meetings
9. I’m too busy writing grant applications
10. I have difficulty prioritizing
11. I don’t have adequate statistical/data analytic support
12. I don’t have anyone (mentors) to give me feedback and encourage me
13. I am not very interested in my topic
14. I don’t know what to write about
15. English is not my first language
16. My writing skills are poor
17. Writing is not as rewarding as other things
18. Other, specify
Q1 - Please indicate your barriers to writing (check all that apply) (N=25)

- I have trouble getting started: 15 (14%)
- My perfectionism prevents me from finishing: 10 (9%)
- I have too many clinical commitments: 10 (9%)
- I have too many teaching commitments: 10 (9%)
- Administrative: 7
- Personal/family commitments: 7
- I have difficulty with time management: 7
- I have too many meetings: 6
- I'm too busy writing grant applications: 6
- I have difficulty prioritizing: 6
- I don't have adequate statistical/data analysis support (mentors) to give me feedback and encouragement: 6
- I am not very interested in my topic: 5
- I don't know what to write about: 5
- English is not my first language: 4
- My writing skills are poor: 3
- Writing is not as rewarding as other things: 3
- Other, please specify: 2

Total responses: 25
Research (Grant-writing, Scholarship)

Johns Hopkins Institute for Clinical & Translational Research (ICTR)

K2R (Email kskarupski@jhmi.edu to gain access to the SharePoint Resource Center [samples of funded grants and other tools and resources])

JHU Pure Elsevier (search for collaborators)
- Research Development Team (RDТ)
- PIVOT (funding searches)
- Johns Hopkins Bloomberg School of Public Health (BSPH)
- Grant Writers’ Seminars & Workshops
- WAGs

The Cutting Edge for Scholars
- NIH RePORTER

Statistical Support (limited number of FREE hours, then fee-for-service)
- BEAD, ICTR, BSPH
- Database Management - BEAD
***Worksheet: Recall & let’s share!

With regard to my writing…

1. I’m really good at ______
2. I really enjoy ______

Is anyone good at/enjoy doing statistics, or finding the fun/reward in writing? Hands-up!

Look around our virtual room!
Your **BIGGEST** barriers…

- Trouble getting **started**
- Difficulty with **time mgt.**
- Perfectionism prevents me from **finishing**
Your BIGGEST barriers…

- Trouble getting started
- Difficulty with time mgt.
- Perfectionism prevents me from finishing
Initial Questions

1. How many would like to have more papers?
2. How many papers have you written?
3. How many have difficulty writing?
Problems Getting Started

1. I don’t know what to write
2. I don’t know where to start
3. I don’t have time to write
4. I don’t like writing
5. I don’t feel like writing
6. I can’t find my keyboard
Sticking Points

1. Deciding what to write a paper about
2. Choosing a journal
3. Writing the introduction
4. Producing the figures
5. Language
6. Getting comments back from co-authors
7. Submitting online
8. Responding to reviewers
9. Resubmitting
Sticking Points

1. Language
2. Deciding what to write a paper about
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**Keep things moving forward**

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<th>In Preparation</th>
<th>Under Review</th>
<th>In Press</th>
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*Notes: Red marker for initial drafts, blue marker for final drafts.*
Getting Started

1. Book off 30 minutes of time
2. Open a new Word Document
3. Write down a title of your paper
   – Not “THE” title
4. Spend 28 minutes feeling smug, or writing the methods
101 Best Practice for Publications/Projects

**Why are we doing this?**
We don’t want to reinvent the wheel for each publication, recreate similar figures 20 times, or rerun the same analysis several times. Therefore, we should all follow these streamlined practices, as this will help us be more productive, debug code quicker, and create reproducible analysis pipelines.

**Before you start**

1. Open your OneDrive and create a folder with the same name as the corresponding channel on Slack
2. Add two subfolders, ‘code’ and ‘Figures’, and an optional folder ‘data’ to store the raw data. This can be helpful if you are collaborating within our group.
   a. The ‘code’ folder should contain all code that you are using for the analysis. If you are using Osprey and are not expecting to modify it extensively, download the latest release from GitHub to this folder. This will ensure that your project has a stable Osprey version throughout the whole process. If you anticipate changes in the code, create a branch for your project on GitHub. (If you are unsure about how to use GitHub, look into the 101 GitHub document). The exact process should apply to any code you are using. It improves our internal debugging and is an excellent basis for final code sharing.
   b. The ‘Figures’ folder should contain any Figures generated along the way and the final Figures of the manuscript. This allows any group member quick access to the preparation of talks and grant proposals.
3. Share the OneDrive link in the Slack channel and pin it.

**Do cool research**
Post regular updates on the project’s channel and reduce the use of private channels if possible. It most likely helps everyone to be in the loop about the progress.

**Write the manuscript**
I will not go into too much detail here because your mentor will discuss how to best tackle this.
Team Writing

1. You will write quicker, better papers if you write with others
   - Peers – aligned objectives, support
   - Mentors – writing is a learned process

2. Learn to use OneDrive and Sharepoint
   - None of the clunkiness of downloading email attachments/writing to ask if someone has finished looking at a document
   - Ask your mentors to edit live with you on a zoom call
     - Get the WHY? Not just the WHAT? Of edits
Do you know the title of your paper?

• Express in one sentence what this paper is going to be about

• Have you done the work yet?
  • If NO, decide the theme of the paper and do the work.
    • Start writing while you do things (Methods)
  • If YES, identify the publishable result(s) in the work and write!
1. Are you doing science?
   - The doing shouldn’t be divorced from the writing
   - Writing papers is (an integral part of) the process

<table>
<thead>
<tr>
<th>Mode 1</th>
<th>Mode 2</th>
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<tbody>
<tr>
<td>Step 1: Do some science</td>
<td>Step 1: Do a publishable unit of science</td>
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<tr>
<td>Step 2: Decide to write a paper</td>
<td>Step 2: Write a paper</td>
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<tr>
<td>Step 3: Review the science you did</td>
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<tr>
<td>Step 4: Write a paper</td>
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</tbody>
</table>
Deciding what to write a paper about

1. Are you doing science?
   - The doing shouldn’t be divorced from the writing
   - Writing papers is (an integral part of) the process

2. Process optimization
   - Define your aims:
     a. Total number of papers
     b. Number of first-author papers
     c. Number of successful trainees
     d. Empire
     e. Continued employment
   - Targeted response:
     a. Publon approach, lower-tier journals, rapid turn-around
     b. Collaborate sparingly, suppress your juniors
     c. Collaborate widely, advance your juniors
     d. Papers are the currency of everything
Targeted and Non-targeted papers

• I want to write papers
  • Numbers game (mean 30 Associate, 68 Full)
  • Any topic will do

• I want to have written a paper about….
  • Fill gaps in (your) literature
  • Define (and claim ownership of) your scientific niche
  • Go-to response to frequent reviewer comments
  • Support for grants
Papers are science

- Papers are usually the only proof that you’ve done anything
- Papers breed:
  - Citations
  - Visibility
  - Grants
  - Ideas
  - Career Advancement
- Hopkins is a very numbers-oriented institution
  - Quantity/quality balance swung to quantity
  - Quantity breeds quality
    - Practice at the art
    - Outliers in a Gaussian distribution
    - Profile
The paper

- Abstract
- Introduction
- Methods
- Results
- Discussion
- Figures
Don’t write in order

• Methods
  – Literal report, mental copy-and-paste
  – Defines extent of the paper
• Figures
  – Capture the essence of the paper
• Results
  – Match the methods in layout and content
• Discussion
  – Thought involved
• Introduction
  – Hardest part?
• References
  – Mindless/irritating/good end-of-day work
• Abstract
Process Optimization: Get a draft out

• Sticking point: Review of manuscript by senior authors/co-authors
• Aim: publish as soon as possible
• Solution: Get the paper to them as soon as possible
  – Get on the pile
  – Details can be flagged to add in later (parameters, references, etc)
  – Don’t fret about making it perfect
  – Don’t waste their time
Methods

• Complete report of the work performed
  – What did you do?
  – Sufficient for someone else to repeat it *
• Lean on previous papers (by you or your group)
• Use sub-headings
  – Help you write it
  – Help the reader read it
• Don’t get stuck on the numbers.
  – MPRAGE images were acquire with TR/TE/TI 800/30/120 ms
  – Write, highlight, fill in the gaps later
Results

• **Methods & Results = Call & Response**
• Use those sub-headings
  – Help you write it
  – Help the reader read it
• **Don’t get stuck on the numbers.**
  – There was a significant group difference in GABA levels between subjects with ALS and healthy controls (X mM vs Y mM; p<0.02)
  – Write, highlight, fill in the gaps later
Introduction

• Your paper is the punchline – the intro is the setup
  – General Background
  – Specific Background
  – Wait for it…
  – And so this is what we did

• If your co-authors hate your direction of attack, they’ll tell you

• Write a bullet point for the message or each paragraph
  • Order to form the best narrative
  • Test each sentence against the purpose of the paragraph
Discussion

• Keep ALL editorial content out of the results
• Echo the results, with commentary
• Meaning and Limitations
Getting Started: Dave’s Top 10 (not in order)

1. Get in the habit of writing frequently so that you have muscle memory to write
2. I leave the documents open on my laptop and easily retrievable so there is no inertia
3. Schedule time
4. Have your WAG people encourage you
5. Set positive reinforcements
6. Start with copying and pasting from your previous title, IRB, methodology, etc.
7. Dictate using Dragon Naturally Speaking rather than typing
8. Paul Sylvia line: “Let the id unleash a discursive screed” --- don’t worry about how good the first draft is
9. Be Pavlovian---have your place that is your writing place so that as soon as you sit there, like Pavlov’s trained dogs, you know to write
10. Start with just making headings of the paper and outline it…
Getting Started: Kim’s Top 10

- Think about it (literature searching)
- Plan it (project manage/organize ‘it’)
- Schedule it – every writing-related task is in my calendar
- I just do it! (i.e. I DON’T think about it)
- I close my door (do not allow physical distractions)
- I close email (do not allow electronic distractions)
- Mute phone and turn it upside down (ditto above)
- Open-up a recent manuscript from the same target journal (“save as”)
- Set an alarm for my STOP time so I don’t worry about going over
- Write notes in the text as reminders
Audience Participation – Chat it up!

- How do **YOU** get started?
- Put it in the chat!

- **Worksheet:**
  - What will I CONTINUE, STOP, START doing?
Your BIGGEST barriers…

• Trouble getting **started**
• Difficulty with **time mgt.**
• Perfectionism prevents me from **finishing**
“You have absolutely no idea how busy I am… I haven’t gone to the bathroom all day!”

{a former boss’s regular lament; I volunteered to hold our meetings in the restroom}
Myth: I have no time to write

- Myth: “I can’t find time to write,” “I have too many competing obligations,” “I have too many interruptions,” or the corollary, “I can’t write unless I have a big chunk of time – I need ~4 hours.”

- Debunking: Of course there’s no time to write! Academic medicine has never been busier or more stressful! Is there something you find time to do every day (e.g., exercise, Starbucks, reading the news, internet surfing)? Why not writing?

- Important: you need less time than you think. Can’t find 30 minutes? How about 10?
Myth of no Time: Suggestions

• Don’t multi-task. It kills your focus.
• Schedule *your* priorities (proactive) vs. Prioritizing your schedule (reactive) – schedule daily writing. Priorities determine capacity.
• Review your calendar. Track your time for a week. Is your time and effort aligned with your life mission?
• Delegate if possible (is a co-author really good at ___? Triage!).
NOT Prioritizing!

“If you’re not careful about your Yes-es, you start to say no to some very important things.” Shauna Niequists, Present over Perfect

When you say NO, you are saying NO to ONE option.
When you say YES, you are saying NO to every other option. James Clear blog
## Stephen Covey’s Time Management Matrix

<table>
<thead>
<tr>
<th>Important</th>
<th>Urgent</th>
<th>Not Urgent</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (MANAGE)</td>
<td>Crisis, Medical emergencies, Pressing problems, Deadline-driven projects, Last-minute preparations for scheduled activities</td>
<td>Quadrant of Necessity</td>
</tr>
<tr>
<td>II (FOCUS)</td>
<td>Preparation/Planning, Prevention, Values clarification, Exercise, Relationship-building, True recreation/relaxation</td>
<td>Quadrant of Quality &amp; Personal Leadership</td>
</tr>
<tr>
<td>Not Important</td>
<td>III (AVOID)</td>
<td>IV (AVOID)</td>
</tr>
<tr>
<td></td>
<td>Interruptions, some calls, Some mail &amp; reports, Some meetings, Many “pressing” matters, Many popular activities</td>
<td>Trivia, busywork, Junk mail, Some phone messages/email, Time wasters, Escape activities, Internet</td>
</tr>
</tbody>
</table>

**DANGER!**

Tyranny of the urgent

Conspiracy of interruption
What are some of our BAD habits?

- Habits that destroy our productivity:
  - Constantly checking phone
  - Not really listening
  - Multitasking
  - Working in unproductive environments
  - Lack of preparation
  - Electronic notifications (social media, emails, calendar invites, etc.)

“Productivity isn’t about the moment; it’s all about the moments leading up to that. Your productivity increases over time through consistency.”

Source: Nicolas Cole, Inc.
Prioritization Tips

• {Pause & reflect: “What’s my mission?”}
• Make a PLAN!
  – Rank order
  – Attach (realistic) deadlines
  – Post your list prominently/to-do list in Outlook
• Schedule your priorities – don’t prioritize your schedule

• Focus (avoid distractions)
• Schedule breaks & fun
• Set course corrections (tasks, deadlines)
• Ask the people you know who tend to “get things done” how THEY do it!
• Others?
Question: What happens when…

4-8 faculty members
commit to 1 hour/wk
for 10 weeks?

Answer:

- Increased writing frequency
- Shorter writing session durations
- Greater perceived control over the writing process
- Built-in social support network
- Unmitigated joy!

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https://www.facebook.com/HopkinsWAGs/
Writing Accountability Groups (WAGs)

Bayview campus: Tuesdays, 09/24/13-11/26/13 (1-2PM)

Facilitator:
Kim Skarupski, PhD, MPH
Associate Dean, Office of Faculty Dev.

- A WAG is an active writing group that meets weekly for a 10-week block
- Peer-facilitated
- Follows a strict agenda:
  - 15 minutes of updates
  - 30 minutes of writing
  - 15 minutes of reporting and wrap-up
- Participants must commit to at least 7 of the 10 sessions
- Limited to 4-8 members
- Bonus: Participants receive the “How to Write a Lot” book
- Bonus: Dr. Cathy DeAngelis has volunteered to edit WAG participants’ manuscripts
Guess what?

WAGGED IT!

Wagyourwork.com
WAGs = small communities of engagement!

• “Friendship is born at that moment when one person says to another: ‘What! You too? I thought I was the only one.’” (C.S. Lewis)

• “We’re just all walking each other home” (Ram Das)
PEARLS BEFORE SWINE

What are you doing, rat? Trying to write a book. But writing is hard.

Well, they say the key is to just express what's inside you.


I'm not sure it's very commercial.
Speaking of Resources for Faculty…

**OFD Website** (+2 monthly update emails!)

**WAGs** (Writing Accountability Groups)

**FacultyFactory** ([Podcast](#), [Website](#), [Youtube](#))

*****Snippets for Success: An eBook Brought to You by the Faculty Factory Community**

Twitter: [@JHUFacDev](#)
Instagram: [johnshopkinsofd](#)

**JHU Support Programs** *(Are you a mom, dad, caregiver?)*
The Edge for Scholars: free 12-week Online Grant Writing Workshop

- “Join the Edge for Scholars Online Grant Writing Workshop, for 12 weeks of free guided training starting October 25. Content includes key skills, structure, and supports for accountability to write an outstanding grant. This workshop is ideal for February NIH submissions.

- Sarah Dobson teaches and coaches a group of grant authors, including face-to-face virtual meetings. As a grant consultant and academic editor, she consistently receives strong ratings for this workshop that has grown out of more than 16 years of experience working with clinical and translational scientists on grants and academic publications.

- The online workshop includes:
  - Six core video lessons covering planning, strategy, and writing techniques
  - An online community for daily support and accountability
  - Biweekly Q&As to answer specific questions about writing your grant
  - Bonus lessons and activities”
“Sneak peek preview of future OFD sessions”

- How Scientific Editors Can Help You, 11/9, 11am-12pm
- Leveraging your strengths to realize your Professional Fabulousness 11/16, 8:30-11am
- Visual Thinking Strategies, 11/17, 12pm-1pm
- CEPC Promotion Info Session, 12/6, 10am-11:30am
- The Art of Graceful Self Promotion, 12/9, 11am-12:30pm
- Establishing Your Leadership Presence, 1/12, 9am-10:30am
- Where’s YOUR habit-at? Building good career habits, 2/3, 3pm-4:30pm
- JHU Research Infrastructure (Dan Ford) 2/7, 10:30-12
- How to Give a Talk (Marybeth Brady) – TBD (Spring, 2022)
- Clinical Trials – panel presentation – TBD (Spring, 2022 – March/April/May)

- Full calendar: [https://www.hopkinsmedicine.org/fac_development/calendar](https://www.hopkinsmedicine.org/fac_development/calendar) (listings also available in monthly OFD emails)
Audience Participation – Chat it up!

• How do YOU manage time?
• Put it in the chat!

• Worksheet:
  – What will I CONTINUE, STOP, START doing?
Your BIGGEST barriers…

- Trouble getting **started**
- Difficulty with **time mgt.**
- Perfectionism prevents me from **finishing**
Dave starts here
On Writing

• “Don’t get it right….get it written”
  – A. Everette James

• “Write. Rewrite. When not writing or rewriting, read. I know of no shortcuts”
  – Larry King

"Of course I can't do anything right. I'm a perfectionist."
Reflecktions

"I realize you like to take time to polish your article before submission, but don't you think four years is a little excessive?"

“Honey, don’t you think you’ve polished that article long enough?”

http://EzineArticles.com/
Famous Sayings About Perfection

“The enemy of good is better”

“If I was perfect, I’d run for God”

Corporal Klinger

“If you look for perfection, you'll never be content

Leo Tolstoy, Anna Karenina

“I am careful not to confuse excellence with perfection. Excellence, I can reach for; perfection is God's business.” Michael J Fox
It may seem odd that I would actually extol the virtues of creating imperfect articles. But think about it — why do people want to read your articles? Is it for the amazing grammatical prowess it demonstrates? Is it for the great meter and rhythm of the words? No.

IT”S FOR THE CONTENT!

• http://blog.ezinearticles.com/2009/01/blast-your-inner-perfectionist.html
• What do you think? Are you guilty of being a perfectionist to? What has that cost you in terms of lost exposure and lost opportunities?

• If you delay two months of 12, you could write 16.6% more papers
  – Instead of 30, that’d be 35 manuscripts
Tips to Conquer Perfectionism

Tip #1: Get the first draft down without spending a lot of time perseverating over wording, etc.

Tip *2: Determine when you have a publishable unit and seize the moment.

Tip #3: Always, always, always set a time limit for submission.
Tip #1 (word perseverating)
How To Write A Lot, Paul J. Silvia, Ph.D.

• “The quest for the perfect first draft is misguided”…. “Perfectionism is paralyzing” (p.73)

• “Let the id unleash a discursive screed, and then let the superego evaluate it for correctness and appropriateness”…later
When am I done?

• “Your manuscript is done when it’s clear, well-written, and as perfect as possibly” Paul Silvia p.90.
• NOT PERFECT
• Consult mentor/co-author/senior author
• “Is it done?”
Tip #2 - Units of Writing

- Publishable Unit
- Publishable Moment
- Editable
Publishable Unit

• Do you have something new to say or something to affirm what someone else has said?

• Are you on the right track?
  – Preliminary Note
  – Proof of concept
  – Reproductibility
Publishable Unit (P.U.)

- Confirm with Mentor
- Consider authorship
  - First / Senior with mentee
- Write it
  - Convert to meeting abstract if necessary
P.U: Data For Paper
(Rough Diamond)
P.U. Analogy of the Diamond Cutter

Century White Diamond vs Multiple small diamonds

- One 10 carat diamond vs 20 single carat diamonds

MAKE SURE THEY ARE DIAMONDS!
Publishable Moment (P.M.)

- The story has a good beginning, middle and end
- The reason for the study makes cents
- The data is solid
- The conclusions are supportable
- The discussion is relevant
Publishable Moment (P.M.)

• “There is this article in Latvian that I haven’t gotten translated yet”
• “I want to run it by the thesaurus one more time”
• “Do you think we should add another figure that shows the same finding”
• “I’m not sure I quoted all of the editors’ publications on the topic”
Publishable Moment (P.M.)

- Consult with mentors
- “One last read’
- Discuss with your neighbor the longest time you have spent waiting for co-authors revisions
Tip #3: Deadlines

- Always, always, always set a time limit for submission
  - “We will be sending this out to the journal on Friday. I’d like your feedback by Thursday at noon”
Covid Thoughst

• Consider a Zoom meeting with co-authors as the final approval before submission
• Read paper on line—listen to the flow
• Covid allows multiple discontinuous co-authors
• I have never written a paper that was sent back without corrections
• I have never written a paper that was not extensively copy-edited
• I have never written a paper without “proofs” having several questions
Editorable

- Allow job security for the editors
- You don’t have to have every sentence sculpted like Charles Dicken
- Is the message well supported and well-expressed?
- Do a final read without setting it aside thereafter. Submit it after that read.
How do I know my article is ready to be submitted to a journal?

https://www.enago.com/academy/how-do-i-know-when-article-is-ready-for-submission/

• Ask for feedback from others in the field
• Take a break
  – Don’t look at it for a week
  – Read article in reverse (last paragraph to first)
• Proofread and check journal formatting
How do you know your paper is ready for submission?

https://academia.stackexchange.com/questions/79483/how-do-you-know-your-paper-is-ready-for-submission/

• “I have revised and re-revised and re-re-revised my paper, but I am never sure whether my paper will get rejected because my logic is not perfectly right or maybe its horribly wrong”

• You need someone else to read it

• The paper will never be in perfect condition—there is a saturation point in re-review
Break?

October 28, 2021
Final Comments

• Turn accepted with revisions / rejected manuscripts around quickly
• Address relevant issues with mentor, but do not let it sit more than a week unattended
  – It’s like an errant child
• Learn from each submission
Final Comments

• OK, there were errors on every single slide ....

• AND

• Wasn’t it still good???

• Perfectionsim be dammed.
Audience Participation – Chat it up!

• How do YOU finish?
• Put it in the chat!

• Worksheet:
  – What will I CONTINUE, STOP, START doing?
Your BIGGEST barriers…

- Trouble getting started
- Difficulty with time mgt.
- Perfectionism prevents me from finishing
Kim finishes
***Worksheet: Think

- My 12-week writing goals are…
- My 3 action items to achieve these goals are…
The Habit Loop

3 R’s of Habit Change:

Reminder (the trigger that initiates the behavior)

Routine (the behavior itself; the action you take)

Reward (the benefit you gain from doing the behavior)

The Power of Habit, Charles Duhigg
How many of you ever...

- Played a sport
- Played a musical instrument
- Created art – dancing, painting/drawing, poetry, singing, etc.
- Changed diapers
- Cleaned a house
- Detailed a car

- PRACTICE!
  - Repetition
  - Habit
  - Routine
  - Muscle memory
  - Mechanical Automaticity
Adopt a mantra/motto

• Writing is my job; I will do my job every day!
  – Adopt a new habit! Make your scholarly writing automatic, mechanical, routine, and mundane.

• There is nothing magical or mysterious about writing; writing is a skill and I can learn it.
***Worksheet: Share out loud or in the chat!

• My 12-week writing goals are…

• My 3 action items to achieve these goals are…
Today’s objectives met?

- Identify common barriers of writing
- Learn tools to increase your writing practice
- Identify 3 new practices that you will implement over the next 4 weeks; write them down; state them publicly
Reference slides follow
Self Sabotage

• 1. You don't seek out multiple mentors.
• 2. You don't seek out external evaluations.
• 3. You are either perfectionist or perfunctory in putting your work into print.
• 4. Did you hold on to revisions too long? Or rush them out?
• 5. You pay too much attention to personal relationships—or too little.
• 6. You fail to understand the cultural norms of your institution.
• 7. You aren't well known outside your institution.
• 8. You lack resilience in the face of failure.
Self Sabotage

• 9. You've been involved in one too many intradepartmental squabbles.
• 10. You are too selfish or too selfless.
• 11. You got stuck on your dissertation paradigm.
• 12. You collaborate too much with colleagues from graduate school or your postdoctoral years.
• 13. You fail to have a coherent research program.
• 14. You are guilty of any form of academic dishonesty.
• 15. You haven't figured out who you are.
  – Self-Sabotage in the Academic Career: Robert J. Sternberg
Deciding Where to Publish

- https://journalfinder.elsevier.com/
- https://www.journalguide.com/
- https://journalsuggester.springer.com/
- http://jane.biosemantics.org/
JANE
(Journal/Author, Name Estimator Tool)

Welcome to Jane

Have you recently written a paper, but you're not sure to which journal you should submit it? Or maybe you want to find relevant articles to cite in your paper? Or are you an editor, and do you need to find reviewers for a particular paper? Jane can help!

Just enter the title and/or abstract of the paper in the box, and click on 'Find journals', 'Find authors' or 'Find Articles'. Jane will then compare your document to millions of documents in Medline to find the best matching journals, authors or articles.

Keyword search

Instead of using a title or abstract, you can also search using a keyword search, similar to popular web search engines. Click here to search using keywords.

A new home!

JANE has moved to a new home for improved stability. Many thanks to the Observational Health Data Science and Informatics for providing the hosting! Please update your bookmarks.

http://jane.biosemantics.org/
Kimberly A. Skarupski
ASSOC Dean Fac Dev
School of Medicine

Fingerprint
Fingerprint is based on mining the text of the persons scientific documents to create an index of weighted terms, which defines the key subjects of each individual researcher.

Depression
MEDICINE & LIFE SCIENCES

Health
MEDICINE & LIFE SCIENCES

African Americans
MEDICINE & LIFE SCIENCES

Quality Of Life
MEDICINE & LIFE SCIENCES

Mortality
MEDICINE & LIFE SCIENCES

Mental Health
MEDICINE & LIFE SCIENCES

Apolipoproteins
MEDICINE & LIFE SCIENCES

Nursing Homes
MEDICINE & LIFE SCIENCES

View full fingerprint
References/Recommended Reading

• **Advice for New Faculty Members**, by Robert Boice (2000)
• **How to Write a Lot**, by Paul Silvia (2007)
• **Write it Up**, by Paul Silvia (2014)
• **On Writing Well**, by William Zinsser (2001)
• **The Power of Habit: Why we do what we do in life and business**, by Charles Duhigg (2012)
Writing & Time Mgt. Apps/Programs; Websites

Writing Apps & Programs
Scrivener
writeordie.com
Academicladder.com

Time Mgt. Apps & Programs
SURU
Basecamp
Focus Booster
FocusTime
MyLifeOrganized (MLO)
Pomodoro
Remember the Milk
Rescue Time
Timeful (Intelligent Time Assistance)
Toggl

WAGs Facebook Page
https://www.facebook.com/HopkinsWAGs

OFD Website
http://www.hopkinsmedicine.org/fac_development

Blogs
http://getalifephd.blogspot.com/
http://chronicle.com/blogs/profhacker/
https://jamesclear.com
How can you start a WAG?

Identify at least 3 others (limited to 4-8 WAGgers). Identify a weekly meeting time and place that works for all for a 10-week period. 1-hour weekly itinerary: 15-30-15 (report-outs and today’s writing goal; 30 mins. of ‘writing’; report-outs and writing goal for next 7 days). Get your WAG on!

View the myLearning course: “WAGs for Hopkins employees” and discuss in a group!? http://lms14.learnshare.com/l.aspx?CID=89&A=2&T=730731 or WAGs youtube teaser: https://www.youtube.com/watch?v=_yrc89cdvUI
WAGs for the public: https://www.wagyourwork.com/


Read the article! Writing Accountability Groups (WAGs): A tool to help junior faculty members build sustainable writing habits, by Skarupski & Foucher, *Journal of Faculty Development* (2018)