

## **Editorial development opportunity with evidence-based nursing**

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*Publication date:*  
2023

*Document Version*  
Publisher's PDF, also known as Version of record

[Link to publication in ResearchOnline](#)

*Citation for published version (Harvard):*  
Wray, J, Crosby-Nwaobi, R & Parkinson, B 2023, 'Editorial development opportunity with evidence-based nursing', 41st Annual Meeting of the International Academy of Nursing Editors, Dublin, Ireland, 31/07/23 - 3/08/23.

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## Background

- Evidence Based Nursing (EBN) is co-owned by RCNi and BMJ.
- EBN publishes expert commentaries of the latest international nursing research.
- Succession planning is important for nursing journals to ensure there are sufficient editors for the future.<sup>1</sup>
- Developing nurse editors of the future can be a complex and lengthy process.<sup>2</sup>

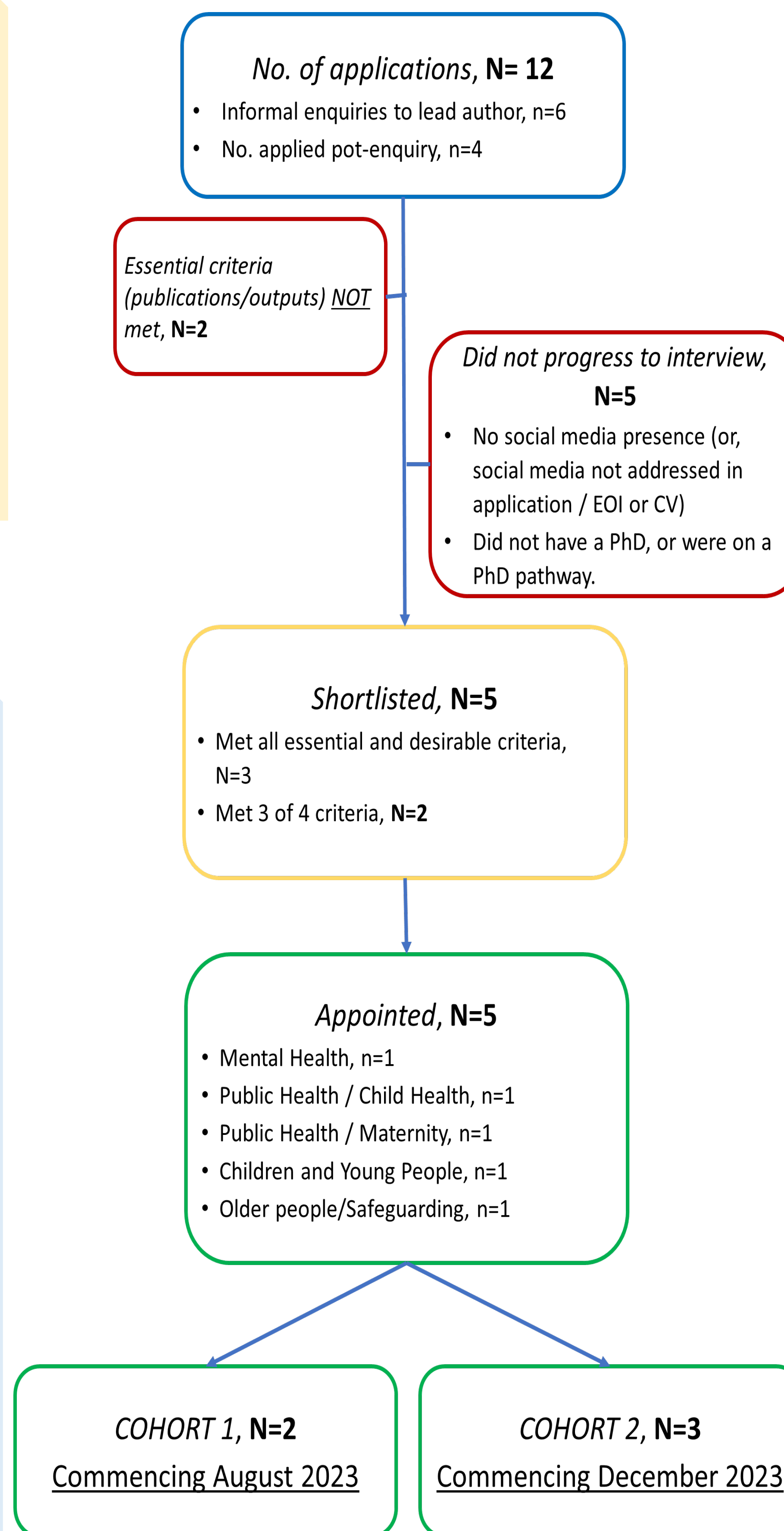
## Aim

- To establish a new editorial development opportunity (EDO) for nurse editors.

## Approach

- The EDO offers a bespoke development tailored to applicants' individual needs.
- Time commitment is flexible (6-9 months).
- Learning opportunities include selecting articles for commentaries, reviewing/editing manuscripts, writing for the journal, commissioning journal content, producing podcasts and contributing to social media activities.
- Advertised to nurses, midwives and nursing associates through social media (e.g., twitter) and professional networks.
- Eligibility criteria included having PhD, an active social media presence and experience with writing for publication.
- Recruitment occurred in early 2023 as applicants submitted CVs and a 500-word Expression of Interest
- Adverts welcomed individuals from diverse backgrounds.
- Applicants are supported throughout the EDO by a member of the editorial team.
- Applicants are provided with relevant software, EBN resources and all necessary training to support skill development and confidence.

## Results



## Discussion and reflections

- It appears possible to create an EDO and recruit high quality applicants.
- Social media recruitment could be more targeted and/or used with other recruitment pathways.
- Need to develop effective methods for attracting applicants from diverse backgrounds.
- Evaluate the impact of EDO on applicants and journal.
- Consider a progression pathways for applicant who complete the EDO.

## Conclusions

- Editorial teams are keen create EDOs and support future nurse editors.
- Future nurse editors can be recruited and supported through EDO.
- EDO should be evaluated to determine the impact on participants, editorial capacity, and recruitment of future editors.

## References

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2. Chinn, P.L., 2019. Creating a Path to Become a Journal Editor. *Nurse Author & Editor*, 29(2), pp.1-8.

## Acknowledgements

Supported by EBN editorial team and RCNi/BMJ. Views expressed are those of the authors.