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Association

Your Publisher's Report 2022

American Counseling Association

The Career Development Quarterly

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- **Special Issue podcast** – Listen in to expert insights on key issues in research publishing. Recent episodes explore creating an inclusive research community and transitioning a journal portfolio to open access.
- **The Wiley Network: For Societies** – Explore our resource hub to find ideas and answers to your questions on engaging members, improving research impact, and publishing strategy.
- The **Journal Editor** hub, and our new Wiley Editor Community provide resources to help keep editors informed and connected.

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Your Publisher's Report 2022

At Wiley, we believe that, by working together, we can drive positive and impactful change for the future and sustain the critical role of published research.

As research publishing transitions to open, our aim is to provide the very best possible experience and outcomes for the many groups that we serve.

That means change for all of us. The pace of change is accelerating, and we need to innovate and adapt to ensure that journals thrive in the increasingly open landscape.

It's nearly five years since we first announced our landmark agreement with Projekt DEAL in Germany, and today, very close to 50% of the articles that Wiley publishes are immediately open on publication. Through the growing number of Wiley's Transformational Agreements (TAs), we're building further on the framework to support you in a sustainable and manageable transition to open access. In 2022, we signed new agreements in all continents, and now we have a total of more than 60 agreements—estimated to cover publication of over 65,000 articles across over 2,000 institutions worldwide. Our most recent TAs also cover funding for gold OA journals.

That is a huge shift in just a few years, but there's further change to come. It's only in the past year that we've seen the US make a move with significant revisions to its public access policy. The OSTP announcement in August signals an important shift.

We're beginning to see the very real benefits of openness. Open access articles outperform subscription articles right across the span of citations, downloads, and general attention, irrespective of whether they're published in hybrid or fully open access journals. We're seeing increases in impact factor in journals we've helped to transition to fully open access—90% have reported increased impact factors in two years after the flip with all flips increasing after three, and they see growth in the number of articles they publish.

But impact factor is only one reflection of a journal's performance. In our commitment to improving the way that scholarly research outputs are evaluated, we've signed DORA, the Declaration on Research Assessment. As part of that, we're rolling out a broad range of journal and article metrics across our journal portfolio, which will give authors a holistic, well-rounded view of the value and impact of their research.

Research output continues to grow across all disciplines, and more authors have more opportunities to share their work. Journals that don't keep pace with that growth risk being less visible in an increasingly digital world.

During 2022, we've worked with our partners to make the publishing process better for everyone, removing complexity from workflows so that authors and editors can focus on what they do best. We've enhanced and rolled out a range of tools and services that improve the researcher experience and make publication easier, faster, and more efficient.

500 journals are already using Research Exchange (ReX), and we're expanding this to even more journals over the next year. 'Free format submission' takes away the need for authors to worry about formats for specific journals and frees up time, so they can concentrate on quality. 'Refer and Transfer' initiatives help authors find the right journal for their rejected paper and support growth in journals. Many of our partners already using the tools are reporting promising results.

Alongside working to make the process the best experience we can, we've worked together to enhance and uphold a richly diverse research ecosystem and to address bias and discrimination, introducing a number of new policies and guidelines to enable inclusion throughout the editorial process. We know from our Member Survey that a strong stance on diversity is a key driver for membership retention, and we're working with partners to develop and publicize DE&I statements.

We've also begun conversations with partners to hear how you're tackling environmental sustainability in your organizations and explore how we can work together to reduce our climate impact.

Partnership is one of our most important values, and I think that's one of the reasons why our partners choose to stay with Wiley for years and, in some cases, decades.

We're grateful for your trust in us and recognize that that trust must be earned throughout every day of our partnership.

In this report, you'll find key performance data for your journal that will help you to monitor and ensure success alongside highlights from 2022, including events and initiatives across Wiley and the industry—I hope you enjoy reading it.

We're excited to continue our work together to develop your journal for a thriving, sustainable future.

Thank you for choosing us as your partner on this journey.

With best wishes,

Liz Ferguson
Senior Vice President
Research Publishing, Wiley

Building success together

Our commitment to provide a best-in-class publishing service to our society partners, together with strategic planning for the long-term, is key to our mutual success.

We want to make sure we're doing the best we can to provide you with the information and tools you need to make the most of new opportunities.

Positioning your journal for a successful future

We continue to focus our collaboration with you on the strategic goals essential for long-term success. In the pages to follow, we'll detail strategies to grow quality output, ensure the best service for authors, embrace open practices, and diversify. You can see a summary of your objectives and your progress so far later in this report.

Tracking your journal's objectives with Wiley Journal Insights

Wiley Journal Insights gives you access to your journal data whenever you need it. Log in to explore the detail behind the metrics in this report, including top-cited authors and most-read articles by region and submissions by country. This video shows how WJI can track the impact of open access and Transformational Agreements on your journal.

In 2022, we added new data on transfers from and into your journal. You can also see where papers rejected by your journal have been published in another journal within the Web of Science.

Listening to what you need from us

This year, 170 society partners responded to our **Society Leader Survey** and shared feedback on all aspects of our publishing service. We've heard from you that you value our guidance and would like help with how best to navigate the transition to open research. Also, that you'd like us to be clearer about how our marketing for your journal helps you achieve your specific goals. We've reviewed our marketing plans and reports to focus them on outcomes; we're looking forward to hearing your thoughts.

Learning, networking, and connecting at events

In 2022, we introduced a new series of **Society Briefings** designed to help you keep up to date with new topics and conversations as they emerge. The first three focused on price and service transparency, APC pricing strategy and management, and Open Access flips. You can watch recordings of all Briefings to date here.

At our virtual UK/EMEA Wiley **Society Executive Seminar** in May, the program centered around a key focus for us all—Building Together: DEI, OA & a Sustainable Future. From there, we were delighted to be able to see you again at our first in-person events: in Japan where we looked at opportunities in Open Research: Now and Future and at our **Impact Forum** in Washington, D.C. where Wiley leaders, industry experts, and partners across the research ecosystem came together to discuss the theme The Future is Open.

Our program to support editors in their role continues to grow. In September 2022, we launched the **Wiley Editor Community**, an online community platform that helps editors connect with peers, keep up to date with the latest news, and explore a wealth of resources. The most read resources for editors from the year covered commissioning articles, how we measure research impact, and building inclusive editorial boards.

Listening to members

The **Wiley Member Survey** is the most comprehensive in the industry. We've surveyed over **50,000** current, former, and potential members over eight years. In 2022, this is what we heard from members in **118 countries** across **40 subjects**:

- **Members want support to publish OA: 75%** said it was important that their society had an open access strategy. Read our white paper, Accessing the OA future, to learn what the Survey tells us about member attitudes to OA and what they need from you.

- **Clear communication around diversity, equity, & inclusion (DE&I) is important: 64%** said they would be more likely to join a society that takes a strong stance, and **74%** say it's important that DE&I is a central focus for their society.

- **Career support continues to be crucial in attracting new members: 76%** said they would be more likely to join a society that provides helpful career development resources.

It's worth reviewing how you communicate with your members. Our survey tells us that, for members, feeling connected to the community is the most important driver of renewal. Being clear on your strategies for DE&I and reducing climate impact, plus how you'll support members in their career, are worth special attention.

You can see more insights and trends from all our Surveys here.

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Thriving in an open future

The pace of change in research publishing is accelerating, and we're innovating to ensure that journals thrive in an increasingly open and author-centric landscape. We're investing in technology, building new business models, and embracing new working practices that will provide the best possible framework for success.

Navigating a mixed economy for a sustainable transition

We are currently operating in a mixed economy, and we know how important it is that the transition to open is sustainable and at the right pace for your journal and society.

We're at the forefront of negotiating Transformational Agreements that deliver open access options at scale while managing the transition to open in a sustainable way. These agreements provide a framework for authors to publish open access easily and ensure the highest possible exposure for your journal in the top institutions.

Supporting options for our customers

Providing options for librarians, corporations, and authors is at the heart of everything we do. With marked differences in the pace of change and attitudes to open access worldwide, we must have a foot in both licensing and open access if we're to be successful in the open era.

Libraries have traditionally provided funding for the subscription model. In the transition to open, they continue to be critical partners who also play a key role in encouraging authors in their community to take advantage of the OA opportunity. We're helping them to manage OA in their institutions through **Wiley Open Access Accounts**.

We continue to develop and support a range of access models and subscription licenses that offer librarians and researchers choice, ensure high visibility, and importantly safeguard your revenue.

Transformational Agreements - expanding coverage globally

As of January 2023, Wiley has signed **60 Transformational Agreements,** anticipated to cover publication of over **65,000 articles** across **2,048 institutions** worldwide. Most recent TAs also now cover funding for gold OA journals.

We've signed new agreements in **Slovenia**, **Israel**, **Cyprus**, **Denmark**, **South Africa**, **France**, **Italy**, **Portugal**, **Greece**, **United States**, **Canada**, **Mexico**, **Japan**,

Thailand, **Hong Kong** and the **Republic of Korea**.

You can see details of all our **Transformational Agreements** here.

Negotiations for future agreements are taking place in all continents, with a special focus on support for authors in low- and middle-income countries, working with **Research4Life** (R4L) to offer discounts and waivers.

In EMEA, new and renewed agreements in 2022 brought the number of institutions covered to **1,635**. We're delighted to have renewed Projekt DEAL for a fifth year.

We've seen a marked increase in interest in negotiating open access agreements across **the Americas** with a landmark agreement with the Big Ten Academic Alliance in the US and UNAM in **Mexico**, plus a new deal in **Canada** in early 2023. We now have **30 agreements**, covering **309 institutions** across North America and Mexico.

In Asia-Pacific, **104 institutions** are covered by seven deals, with new agreements at the beginning of 2023 in **Thailand** and **Hong Kong**.

Wide access to journals worldwide via Wiley licenses

We continue to see strong uptake and use of our Wiley 'All Journals' License. Including Transformational Agreements, **2,514 institutes** representing over **4,145 sites** in **41 countries** have purchased the 'All Journals' License.

Customers in countries including **Russia, Canada,** the **US, and Spain** converted licenses to the Wiley 'All Journals' License in 2022.

In 2022, we signed new licenses with consortia in **Kenya** with **130 sites**, in **Belarus** with **47 sites**, and in **Ethiopia** with **21 sites.**

Consortia in **Romania, Taiwan** and **Turkey** added more member institutions in 2022 and expanded access to content further. Countries that bought licenses for the first time in 2022 included **Algeria, Jordan, and Uzbekistan.**

This year, **4,304 institutions** from **72 countries** had philanthropic access to **1,261 journals**. We work closely with R4L and other organizations to provide philanthropic access to our content around the world. We extended access to more institutions in **Ethiopia, Uganda** and **Tanzania** among others.

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Increasing your impact with open research

Embracing open practices

[More than 20 years in the making, open research is the driving force in research publishing](). Research communities are demanding publishing that's faster, easier, and more open. For research communities and journals to thrive now and in the future, together we need to embrace several key priorities.

Open Access: Open access publishing makes research outputs freely available to read, download, and share.

Open Data: Sharing research data allows researchers to analyze each other's findings, reuse it to inform new developments, and build on it to expand the rate of discovery.

Open Practices: Supporting researchers with tools to facilitate collaboration, recognize and reward them for their work, and allow authors to focus on enhancing quality and facilitating trust and accountability.

Advantages of publishing open access

We're beginning to see the very real benefits of openness. Almost **90%** of Wiley journals offer an OA publishing option across **120 subject areas**, and **560 journals** are fully OA.

[In our ongoing study](), we're monitoring articles published across four different publishing models: subscription, hybrid open access, Gold open access, and articles with free access after an embargo period (also known as Bronze open access). Open access articles outperform subscription articles across the span of performance metrics—citations, downloads, and general attention, irrespective of whether they are in hybrid or fully open access journals. When compared to subscription-based articles, open access articles experience:

- **3.2x** more downloads
- **1.5x** more citations
- **2.7x** higher Altmetric scores

Alongside that, we've seen an encouraging increase in impact factor for 'flip' journals. **90%** saw increases in impact factor in two years, and all of them within three. At the same time, the number of published articles grew for each. You can hear more about our experiences in [our Society Briefing on OA Flips]() and learn how we assess readiness to transition. This [video]() also gives a summary.

Open research initiatives

We want to enable researchers to reach the widest possible audience with their work, and to enable its use, reuse, and development by other researchers, governments, policy makers, institutions, educators and practitioners. [This checklist]() can help show how open your journal is, and what more you can do.

Authorea: Enabling Open Research with Preprints

55 journals now use **[Under Review]()** where submitting authors have the option to make their manuscript available immediately as a preprint on **Authorea**. It also enables transparency by tracking the pre-print throughout the review process. Authorea currently hosts nearly **25,000 preprints**, and the Under Review program is being expanded to a further **100 journals** in 2023.

A move to greater transparency

We support transparency in the research process with data availability statements, open research badges, Project CRediT author contributions, registered reports, and transparent peer review.

In October, we announced participation in the Plan S **[Journal Comparison Service]()** (JCS). We look forward to sharing our learnings with you from this first year in the JCS.

In our commitment to improving the way that scholarly research outputs are evaluated, we've signed the **[Declaration on Research Assessment]()** (DORA). DORA aims to shift emphasis away from journal-based metrics and assessment, toward article-level metrics. We're excited to make a [broader range of metrics]() publicly available in 2023.
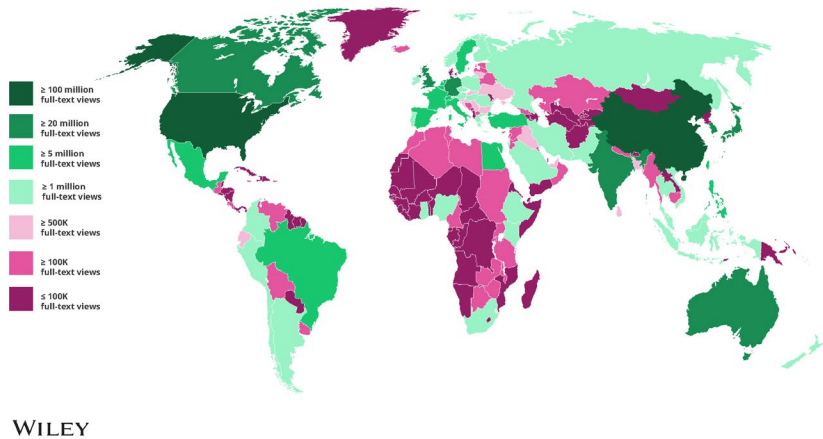
Open abstracts: Next step in open access transition

Open abstracts give authors public exposure to their work and encourage further engagement with the research. Although abstracts are widely available in bibliographic databases, there are still limitations: databases require subscriptions or focus on specific disciplines, and the abstracts are not machine-readable. Abstracts act as the 'advertising' to articles, so it only makes sense that we enhance their discoverability and break down barriers to access. We're opening access to abstracts, including bibliographic reference and metadata, on Wiley Online Library and expanding the benefit of open abstracts as part of our participation in the **[Initiative for Open Abstracts]()** (I4OA).

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Driving high readership and impact

Readers and researchers need to find and access the research you publish, wherever they are. An expert team of colleagues across sales, marketing, government affairs, technology, analytics, and publishing work together to ensure maximum discoverability for your articles.

Wiley Online Library showcases your research to help people all over the world discover, read, and cite the best evidence available. Click here to see the distribution of readership globally in the map below.

Legend:
- ≥ 100 million full-text views
- ≥ 20 million full-text views
- ≥ 5 million full-text views
- ≥ 1 million full-text views
- ≥ 500K full-text views
- ≥ 100K full-text views
- ≤ 100K full-text views

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Showcasing your research on Wiley Online Library

- Articles were read **789 million** times in 2022, across **252 countries and territories**.
- Readership of open access articles increased by **9%** and now represents **29%** of total journal usage.

Throughout 2022, we continued to develop Wiley Online Library to help researchers find and use the research they need quickly and easily. New features and improvements include **upgrades to bot traffic detection, expanded video and audio capabilities to support 3D images,** cookie user experience **optimization, and integration of** GetFTR, which provides a direct link to full text research from article reference lists and ePDFs.

In 2023, journal homepages will show a comprehensive range of article-level metrics, another of our initiatives to support transparency. This will give authors a deeper insight into the value and impact of their published work and encourage potential authors to submit.

The power of search

41% of readership of full-text articles comes via search engines with over half of that coming from Google and GoogleScholar. Wiley Online Library has been designed to meet SEO best practice and has a very high domain authority, which means that all journals inherit a high Google ranking.

We are continuously reviewing and improving our platform to maintain and, where possible, enhance our ranking. We follow best practices in tagging and displaying article pages on Wiley Online Library and meet monthly with Google Scholar to collaborate on new initiatives, discuss development opportunities, and adjust for algorithm changes.

Engaging researchers where they are

In 2022, we have accelerated marketing efforts to boost visibility of Wiley journals and content on researcher-focused social networking platforms **ResearchGate** and **Researcher App**.

Our content syndication partnership automatically makes articles from participating journals available on ResearchGate when they are published. **98%** of authors we surveyed are happy that their article was automatically added to the popular research platform. In 2023, the program will expand to **380 journals**.

Researcher App is the world's leading discovery app platform for researchers, making it a powerful element in the mix of channels we use to reach your readers and authors. Currently, there are over **1.2 million followers** to Wiley-published journals on the app. In 2022, **73K full-text accesses** and over **116K visits** to Wiley Online Library came from Researcher App.

Enhancements to the article to boost visibility

Articles with embedded video generate **80% more readership** than articles without video content. Societies can partner with **Wiley Editing Services** and deposit funds for authors publishing in their journal to use to buy a range of article promotion services including video creation. Find out more here.

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A better publishing process for everyone

Providing the best possible author experience

As we innovate our infrastructure and remove complexity from our processes, authors benefit from faster, easier, and more predictable publishing, and journals benefit from better data that helps screen for ethical and integrity challenges.

Research output is growing and and that puts increased pressures on workflows. Journals that don't keep pace with that growth risk becoming increasingly hidden in a digital world.

We need to embrace new practices that make the process easy for everyone so that authors are free to focus on the quality of their research and editors can ensure the journal has a solid pipeline of quality articles.

Improving infrastructure through the End-to-End Program

Our **'End-to-End' Program** is an umbrella strategy that lays the foundation for future success. Alongside ensuring a market-leading experience for authors throughout their publishing journey, we're developing AI-driven tools and automation for editors to save time and improve efficiency and peer review. More automated processes mean that we can publish the most impactful content to the highest ethical standards quickly. It will mean better metadata, research integrity, and increased reproducibility and market application, which will result in improved reporting and insights for all involved.

Simplifying the submission process

Three years ago, we created **Research Exchange (ReX)** to make the submission process better for everyone. **500 journals** are already using the platform and **over 300k manuscripts** have been submitted. Feedback is overwhelmingly positive—**91%** of nearly 200K authors agreed that ReX makes submitting an article **easy and straightforward.** We're expanding ReX to more journals in 2023. Watch this video to prepare for implementation for your journal.

Free Format is a complementary initiative that simplifies the process still further. Authors can submit in any format rather than worrying about the specific format of the journal.

Encouraging Refer and Transfer

Refer and Transfer initiatives reframe rejection to re-direction and support authors to publish their quality work. Transferred submissions are subject to the same rigorous evaluation, and decisions are informed by clear editorial policies.

Currently nearly **80%** of the journals we work with participate in an editor-driven referral network or use our automated **Transfer Desk Assistant**. Each month more than **65%** of authors whose papers have been rejected are offered a transfer.

Embracing harmonization

We've developed a number of initiatives that take complexity out of processes and streamline workflows for authors, editors, and reviewers so that impactful research can be shared more quickly.

- Authors are confused by thousands of bespoke decision terms. **Decision Term Harmonization** (DTH) gives editors a core set of consistent decision terms that provide clarity to authors, make it easier to understand decisions between journals, and support refer and transfer efficiency.

- 71% of journals already use the '**New Journal Design**' (NJD)—a 'future-ready' format optimized to enrich content, reduce errors, and improve publication speed. On average, articles typeset in NJD are published on EarlyView eight days faster.

- **HTML Online Proofing** gives authors transparency into changes at the proof stage and shows how their article will appear when published.

- '**Rules-Based Issue Lineup**' simplifies the process and saves time for editors with pre-agreed rules for article inclusion and order.

Getting the right message to authors at the right time

In today's fast-paced, AI environment, authors, like all consumers, expect a different marketing experience. They want to be marketed to on an individual level. We're using state-of-the-art marketing technology to build deep insights into author behavior, so they have information about publishing OA and about whether they're covered by Transformational Agreements at the exact point they need it.

Results show that this hyper-personalized approach is encouraging more authors to publish their papers open access.

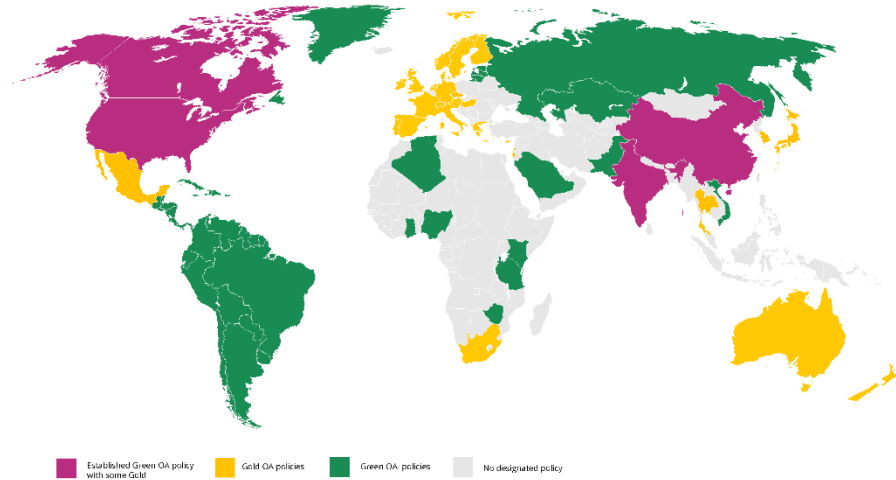WILEY

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An update on policy around the world

With rapidly changing policies around the world, we want to make sure you feel connected with the policy changes that affect you. Our policy team engages in frequent discussions with governments and policy-making agencies across the globe to help shape policy decisions.

A rising focus on zero-embargo green open access, like the **Rights Retention Strategy** (RRS), undermines the progress made on a sustainable transition to open access. Read "The Rise of Rights Retention: How are we Supporting Researchers?" to understand the challenges RRS presents and our continued approach to support hybrid or gold OA routes to compliance.

In 2022, the **Action Plan for Diamond OA** was published, a scholarly publication model in which all articles are immediately, freely available to read, share, and reuse where the author holds the copyright. We are closely monitoring the situation.

Click here to explore OA policies in different regions in the the map below.

- Established Green OA policy with some Gold
- Gold OA policies
- Green OA policies
- No designated policy

United States Public access policy has gained traction in the US as the Office of Science and Technology Policy (OSTP) issued a memo to all US federal agencies with a directive to make publications, and their supporting data resulting from federally-funded research, publicly and freely accessible without an embargo. Agencies have until 2026 to implement public access policies. In 2022, National Institutes of Health (NIH) also announced a new Data Management and Sharing Policy that goes into effect in January 2023.

Europe The European University Association's **Open Science Agenda** was released in February 2022. There is continued investment by the European Commission in the **European Open Science Cloud**. The Association of European Research Libraries (Liber) and Knowledge Rights 21 called for laws establishing the right to immediately republish publicly funded research in an open access repository. SPARC Europe launched the **Project Retain** survey as part of The Knowledge Rights 21 (KR21) program, which aims to promote change in European copyright law to support Open Access.

While there are unified policy efforts across much of Europe, individual countries vary in their approach. **Austria** and **Switzerland** strongly align their views with cOAlition S. **Italy** and **Spain** are starting to call for a zero-embargo in their latest plans. **France** recommends a more agnostic approach to open research that upholds academic freedom.

United Kingdom UKRI's revised open access policy launched in April 2022. UKRI-funded authors must publish open access under a CC BY license.

Australia Australia's National Health and Medical Research Council (NHMRC) joined cOAlition S and updated their open access policy to mandate immediate OA under a CC BY license to all NHMRC funded research, effective September 2022.

China The China Association for Science and Technology (CAST) held the first council meeting of the **Open Science Promotion Consortium** (OSPC). Wiley colleagues were present. At the meeting, CAST announced the OSPC structure, objectives, and 2022 work plan which focused on developing a China national OA policy, investigating open science infrastructure systems, and learning more about global open data standards.

Japan The Japan Science and Technology Agency (JST) published their revised open access policy in April, calling for all peer-reviewed research articles to be made openly available within 12 months of publication. Researchers are also required to develop a data management plan for associated data.

India India's Ministry of Education announced adoption of a **One Nation, One Subscription** policy for scientific research papers and academic journals from April 2023 to ensure access for researchers countrywide. We're monitoring developments.

Africa Work is underway in several countries across Africa. **South Africa** and **Uganda** released initial drafts for national open science polices while **Côte d'Ivoire** developed working groups on open science policy and implementation. **Ghana** is developing a national action plan for open science. **Nigeria** plans to include open science elements into the National Research and Development Foundation bill.

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A more sustainable and equitable future

Environmental sustainability: reducing our climate impact

At Wiley, we take our role as a global citizen seriously and strive to conduct our business in a responsible and sustainable manner. That's why we're committed to becoming carbon net zero by 2040, in line with the **Science Based Targets initiative**. This means elimination of over **90% of carbon emissions**.

Through our **Go Green Fund**, we've partnered with Trees for the Future to plant a tree for every print copy that we actively stop printing. To date, we've already planted over **500K trees**. We also targeted the removal of plastic pollution in 2022—actively replacing plastic packaging in our UK and Germany print locations (removing over **2 million polybags**). All printed materials now come from accredited sustainable sources. The data center hosting Wiley Online Library now uses **100% renewable energy**.

We're delighted to have begun conversations with many of you to share the progress we're all making. We know many of you have climate goals and we're pleased that we're now able to share carbon data at a journal level to help you understand how sustainable publishing can contribute to progress towards your goals.

Environmental sustainability is also important to your members. **69%** of respondents of our annual Member Survey indicated that they are more likely to join a society that leads on measures to improve environmental sustainability. In this blog, we explore how we can think differently about conferences and events.

At a seminar in April, we explored practical actions that societies can take to reduce their environmental footprint.

In November, we met with society partners in the UK and Europe to see how we can collaborate to deliver on our mutual goals. We're looking forward to continuing that conversation with partners in 2023, starting with a webinar for US partners in spring.

Climate justice isn't just about tackling climate change: it's about the unequal impact of climate change on vulnerable populations. The 2022 theme for Open Access Week in October focused on "Open for Climate Justice," demonstrating how open research enables the sharing and collaboration critical for shaping our future. We shared our views on how the role of open access is vital to a sustainable future and curated a special collection of research to champion these efforts.

Diversity, equity, and inclusion in our community

Our responsibility is to enhance and uphold a richly diverse research ecosystem, informed by and empowering marginalized communities, providing inclusive opportunities for advancement, and collaborating with peers and partners to address bias and discrimination. Some of the steps we've taken this year include:

- Continuing our participation with 56 publishers and societies in the **Joint Commitment for Action on Inclusion and Diversity in Publishing**, committed to understanding and reflecting our research communities and developing standards and processes for collection of self-reported data.

- Providing free-to-access curated collections on key topics related to social equity throughout the world: **RISE (Research in Support of Equity)**.

- We are also listening and learning to actively support and engage underrepresented research communities through initiatives such as **C4DISC**, **BlackinChem**, **BlackinNeuro**, **BlackinPsych**, and **AuthorAID**.

We've created policies and guidelines to enable inclusion throughout the editorial process:

- **Author Name Change Policy** and **Pronouns Policy** to support LGBTQIA+ inclusion, and introduction of the option for the Mx honorific for users of ScholarOne.

- Guidelines for reviewers and editorial board for inclusive graphic materials.

- **Development of DE&I Statements** for journal homepages. Learn more about how you can take the lead in DE&I here and support the research community with a meaningful inclusivity statement.

We've also taken a first step in understanding our community through data collection. Umbrella Analytics Data AI-generation reports and demographic insights provide colleagues with an overview of editorial board diversity.

Importantly, we've heard from you about the work you're doing to make publishing more equitable—growing diversity on your editorial boards and capturing demographic data. At a seminar in spring, we joined with society partners to talk about Diversity, Equity & Inclusion: Practical Organizational Improvements. It's crucial that we continue to share what we learn along the way, because, together, we can have an even bigger impact.

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Circulation

Global reach
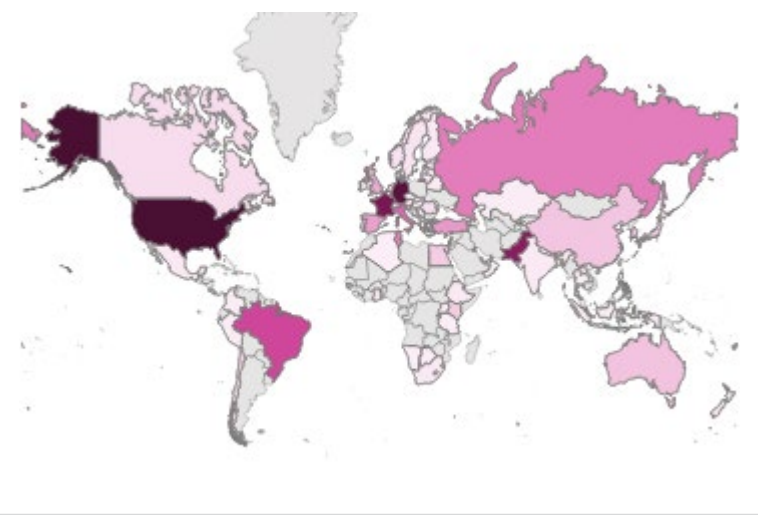
In 2022, 6,329 institutions offered access to the latest content in your journal via either a Wiley license or a traditional (title-by-title) subscription. On this map, darker shading shows where circulation is highest. Countries shaded in grey may be covered by philanthropic initiatives.

Additional reach: EBSCO

Wiley's arrangement with EBSCO allows us to extend the reach of your journal beyond core academic libraries. In 2022, 3,744 institutions accessed embargoed content of at least one year old from your journal via EBSCO databases.

Reach by region

Region	2020	2021	2022
Australia & NZ	167	166	168
Canada	86	81	84
China	151	144	145
Europe	3,004	2,899	2,709
Japan	101	108	130
Rest of World	2,034	2,065	2,150
UK	198	182	185
USA	731	671	758
Grand Total	**6,472**	**6,316**	**6,329**

This table shows the number of institutions, by region, with access to the latest content in your journal via either a Wiley license or a traditional (title-by-title) subscription.

Reach by access type

Sales Model	2020	2021	2022
Institutions with access via a Wiley license	**6,457**	**6,302**	**6,313**
All Journals license	2,954	2,347	1,340
Transformational agreements	961	1,397	2,825
Other licenses	2,542	2,558	2,148
Institutions with access via traditional subscriptions	**15**	**14**	**16**
Online	3	6	6
Print and online	1	1	1
Print	11	7	9
Total	**6,472**	**6,316**	**6,329**

In 2022, 6,313 institutions offered access to your journal via a Wiley license, often through a consortium. Of these institutions, 1,340 had access via the "All Journals license". 2,825 institutions had access via "Transformational agreements" which cover both subscription access and open access publishing. In addition, 16 institutions offered access via traditional (online or print) subscriptions.
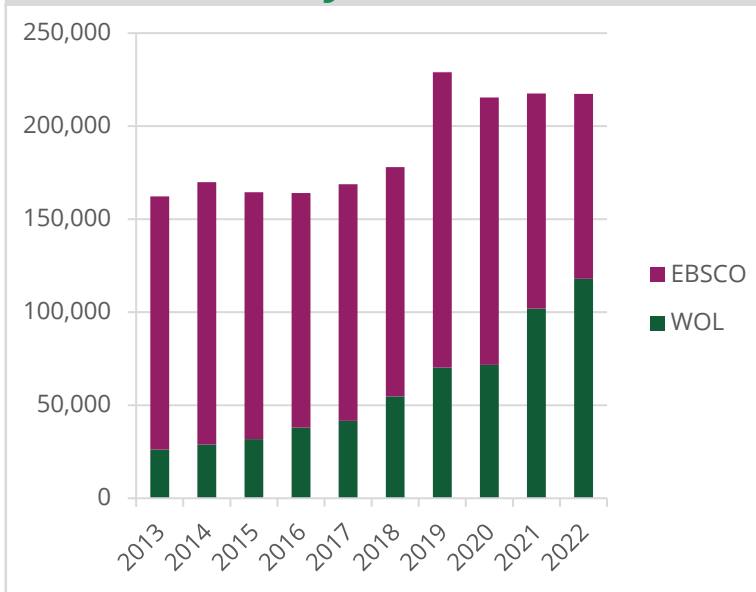
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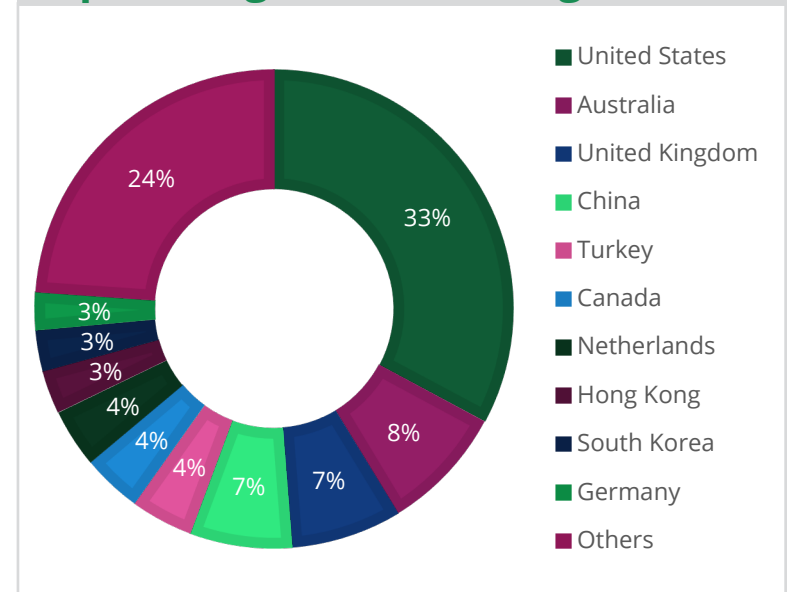
Readership

Article views trend
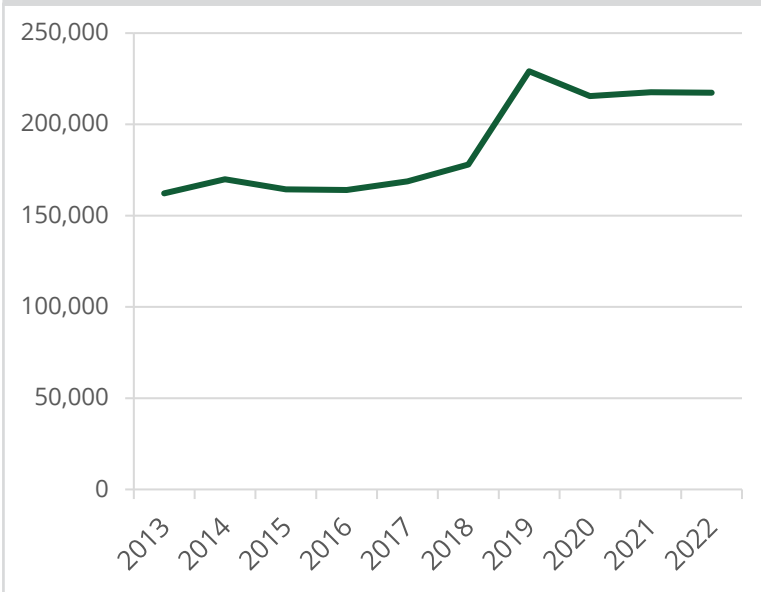
This chart shows the increase in the number of full-text article views for your journal in the period 2013 to 2022. The total includes usage on Wiley Online Library, PubMed, and other third-party databases. Accesses via Wiley Online Library increased (15.7%) in 2022. This compares with no change across all Wiley journals in the Psychology subject area.

Article views by source

This chart shows the origin of full-text article views of your journal across Wiley Online Library and other major third party providers.

Top 10 usage countries/regions

Legend:
- United States — 33%
- Australia — 8%
- United Kingdom — 7%
- China — 7%
- Turkey — 4%
- Canada — 4%
- Netherlands — 4%
- Hong Kong — 3%
- South Korea — 3%
- Germany — 3%
- Others — 24%

This chart shows the top 10 countries/regions from which articles in your journal accessed via Wiley Online Library in 2022, and the percentage each country/region contributed to total usage. All other countries/regions are combined under "Others."

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Readership

Most viewed articles on Wiley Online Library

Rank	Author(s)	Article Title	Volume	Issue	# of Views
1	Osborn, D. et al.	Career practitioners' response to career development concerns in the time of COVID-19	70	1	2,503
2	Alexander, J. et al.	Parenting styles' effects on college students' career decision-making self-efficacy	70	3	2,362
3	Detgen, A. et al.	Efficacy of a College and Career Readiness Program: Bridge to Employment	69	3	2,293
4	Jashinsky, T. et al.	Disability and COVID-19: Impact on Workers, Intersectionality With Race, and Inclusion Strategies	69	4	2,192
5	Pitcan, M. et al.	Black Men and Racial Microaggressions at Work	66	4	2,004
6	Pisarik, C. et al.	A Phenomenological Study of Career Anxiety Among College Students	65	4	1,992
7	Hirschi, A.	The Fourth Industrial Revolution: Issues and Implications for Career Research and Practice	66	3	1,698
8	Campbell, L. et al.	Impact of COVID-19 on Employment: Exploring the Perspectives of Job Loss and Mental Health of Individuals From Minimal-Resource Communities	69	4	1,696
9	Duys, D. et al.	Women's Experiences Navigating Paid Work and Caregiving During the COVID-19 Pandemic	69	4	1,367
10	Savickas, M.	Career Adaptability: An Integrative Construct for Life-Span, Life-Space Theory	45	3	1,336

This table includes details of the 10 most-viewed articles of 2022. The average number of views per article published in your journal in 2022 was 391.

Across all journals that Wiley publishes in the same subject area, the average number of views per article was 479.

Top referrers

Rank	Referrer Service	% of Views
1	Google Scholar	33.9%
2	Google Search	10.7%
3	Institutions and Library Services	4.9%
4	Bing	0.7%
5	PsycNET	0.5%

Open search continues to play a key role in driving readership. This table shows the top 5 known referrers, and the % of total views resulting from each.

Article views via Wiley Content Sharing

In 2022, 59 sharing links were generated via the Wiley Content Sharing service, resulting in 338 full-text views. In addition, links shared by authors resulted in 12 views.
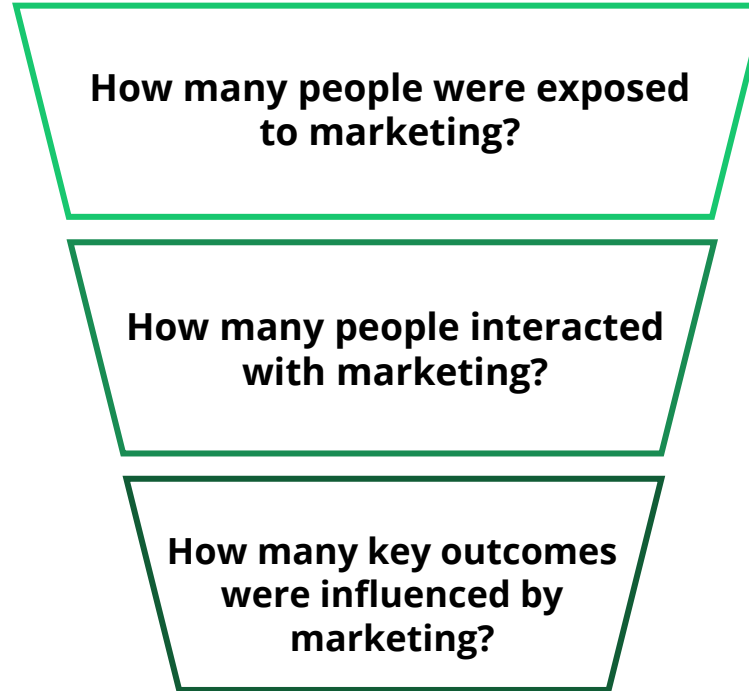
Marketing

Building success together

In collaboration with you, we agreed on these marketing objectives and priorities for *The Career Development Quarterly*:

- **Expanding reach**
- **Engaging your communities**
- **Delivering impact**

Researcher behaviors are changing. Your authors and readers have increasingly higher expectations from their experiences as consumers. We meet these new expectations by investing in our platforms and channel diversification, building market insights, and using technology to deliver marketing programs that reach researchers with the right message at the right time.

To the right, you'll see a snapshot of how our combined marketing efforts have effectively worked to drive researchers to *The Career Development Quarterly* in their publication journey.

As our valued partner, we want you to have confidence that our marketing is driven by your overall journal and society goals. We will continue to work collaboratively with you, sharing our knowledge and insights so you can understand the strategy, plans, and results for your journal. On the following pages you'll find the key strategies used to achieve your journal objectives and their 2022 results.

How many people were exposed to marketing?

How many people interacted with marketing?

How many key outcomes were influenced by marketing?

Reach

- **457** email opens
- **9569** journal webpage visits
- **25** Altmetric mentions

Engagement

- **235** clicks (email and ads)

Impact

- **12** marketing-impacted submissions*
- **624** marketing-impacted full-text article views

A marketing-impacted submission is defined as a manuscript submitted using an email address that clicked on a marketing message within the previous 12 months from the date of submission.

As of May 6, 2023, we are able to track digital marketing impact from users who click on a promotion, navigate to the 'Submit an Article' button on your journal site, and submit a manuscript through the ScholarOne platform. This same functionality will be live in 2023 for ResearchExchange, Editorial Manager, and eJournalPress.

Watch this short video to learn more.

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Marketing: Expanding reach

Ensuring your journal is discoverable

Discovery is key to ensuring reach and impact for your journal
Over half of Wiley Online Library visitors start their journey with search services such as Google, Google Scholar, Baidu, or PubMed. Our goal is for *The Career Development Quarterly*'s content to be visible and high ranking in the search results of these services. Increasing discoverability of journal content is a key component of our overall strategy for your journal, driving readership and attracting authors.

Researchers are using multiple digital channels to find and access content, notably ResearchGate and Google. We conduct extensive researcher studies to understand their preferences, looking at how they use these channels in their work. From search, social media, mobile apps and peer networks, we invest in our marketing activities to reach researchers in the right channels, to maximize our reach for your journal wherever researchers are.

This table highlights our efforts to increase discoverability and maximize the reach of your journal.

Campaign/Channel	Results and Highlights
Online discoverability: Our "Journal Finder" tool, an online database which makes it easy for authors to search by subject area and discover new journals based on their Unique Selling Points, helps researchers find your journal.	11 visitors came to your journal web pages from the 'Journal Finder' tool.
Researcher App: An app used by over two million academics worldwide that helps researchers find content relevant to them. Your journal articles are fed out instantaneously, reaching 3440 total followers.	Your journal content on Researcher App generated 139 full abstract views.

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Marketing: Expanding reach

Article-level publicity trends

In collaboration with *The Career Development Quarterly*'s editorial team, we select newsworthy articles to promote to global media outlets via our publicity channels, including Wiley Research Headlines, Newswires, or Twitter. In 2022, 2 articles from your journal were shared via our publicity channels.

Driving awareness via social media

As an essential marketing tool for engaging with readers and authors, social media continues to be a valuable channel for helping to build connections with relevant audiences and raise brand awareness for *The Career Development Quarterly*.

Reach by Altmetric mentions

- Blog Post
- News Story
- Patent
- Tweet
- Wikipedia Page
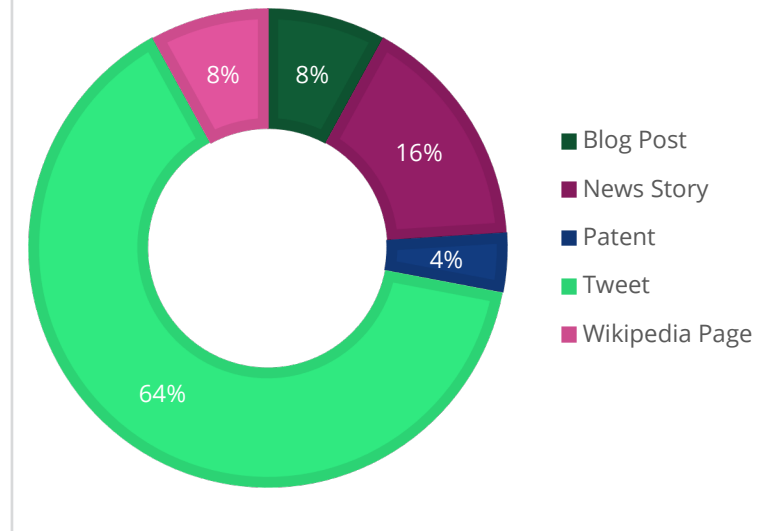
To help measure the online attention that research outputs receive, Altmetric tracks social media, traditional media, and online reference managers that surface your journals content

In 2022, *The Career Development Quarterly* generated 25 Altmetric mentions in total. The article driving the most mentions from your journal was "Mindfulness as a Coping Mechanism for Employment Uncertainty".

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Marketing: Engaging your communities

Campaign/Channel	Results and Highlights
Top Downloaded author recognition: An email campaign to congratulate authors of top downloaded articles. By generating interest around highly accessed content and nurturing author relationships, authors are encouraged to publish in your journal again.	31% of all researchers who received this campaign opened the email.
Top Cited Author recognition: An email campaign to congratulate authors of top cited articles. By generating interest around highly cited content and nurturing author relationships, authors are encouraged to publish in your journal again.	41.1% of all researchers who received this campaign opened the email.
Time Capsule campaign: An email to your authors and co-authors highlighting the impact of their article in terms of downloads and Altmetric scores 12 months after publication.	To date, this campaign was sent to 3 of your journal's authors. The campaign overall generated a 44% Open Rate.
Automated eTOC Content Alerts: Visitors to your journal webpage may sign up to receive content alerts when a new issue publishes, including a full linked listing of the eTOC.	In 2022, 379 subscribers to your journal received content alerts with an overall open rate of 8.3% and an overall clickthrough rate of 20.2%.

Open Rate Industry Benchmark: 20.8% (*Source: 2021, Campaign Monitor*)
*These campaigns will continue to run through 2022, and due to the time taken from email to submission we anticipate this number will continue to grow.

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Marketing: Delivering impact

These 'always-on' campaigns reach authors at key points in their publishing journey, supporting them with the information and resources they need.

Campaign/Channel	Results and Highlights
Existing author campaign: A post-publication email and digital advertising campaign that provides tailored support for your existing authors working on their next paper, ultimately encouraging them to become a repeat author.	61.6% of all researchers who received this campaign opened the email.
New author campaign: A pre-submission email and digital advertising campaign reaching authors who have not published with us before. Targets thousands of authors each month from our marketing database through a series of personalized email messages.	10.4% of all researchers who received this campaign opened the email. Your journal received 2 submissions from researchers who engaged with this campaign.
Rehomed article campaign: An email and digital advertising campaign which supports new authors who have had an unsuccessful submission with resources and tools to help them through to successful publication, encouraging a better experience for your authors.	19.5% of all researchers who received this campaign opened the email. Your journal received 2 submissions from researchers who engaged with this campaign.
Hybrid Open Access program: A post-acceptance email and digital advertising campaign to provide your authors with more clarity on the process of publishing open access or information about funding available to them.	In 2022 this program generated 2,229 email opens and a 76.9% clickthrough rate.

Open Rate Industry Benchmark: 20.8% (*Source: 2021, Campaign Monitor*)

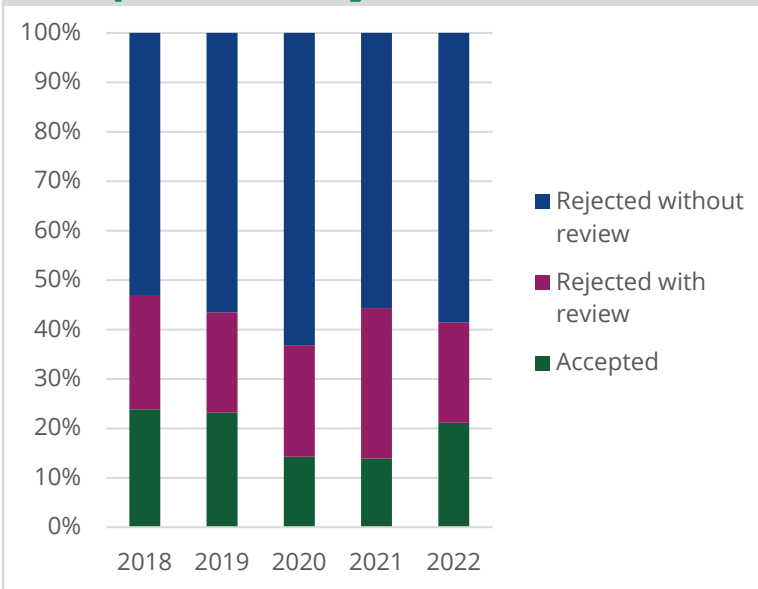WILEY

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Author Experience: Submissions
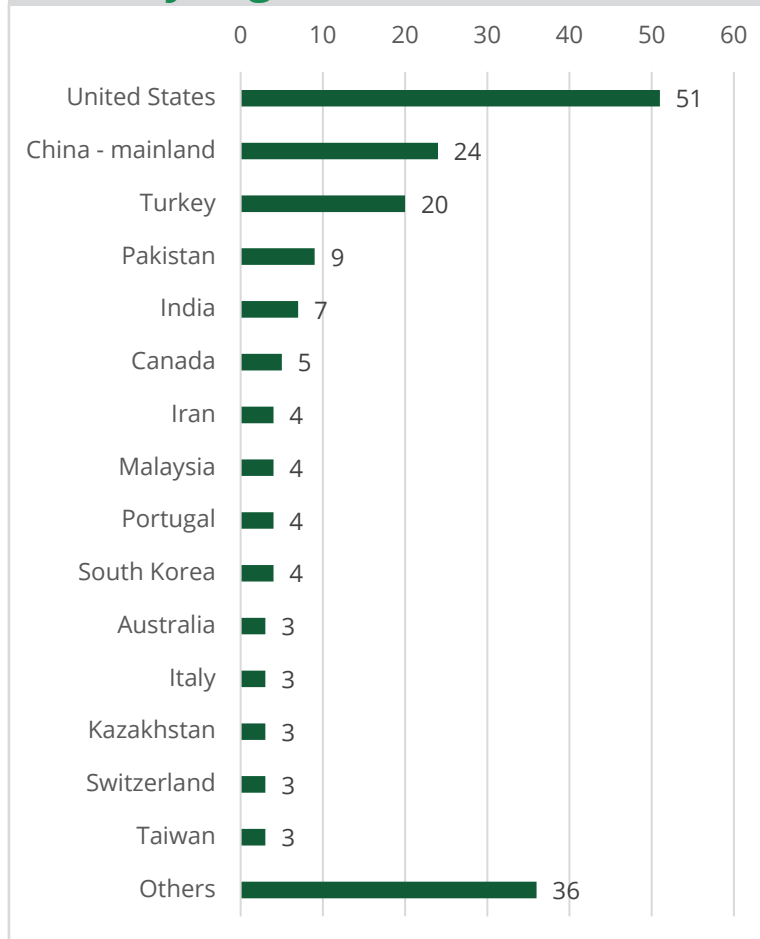
Total submissions by type
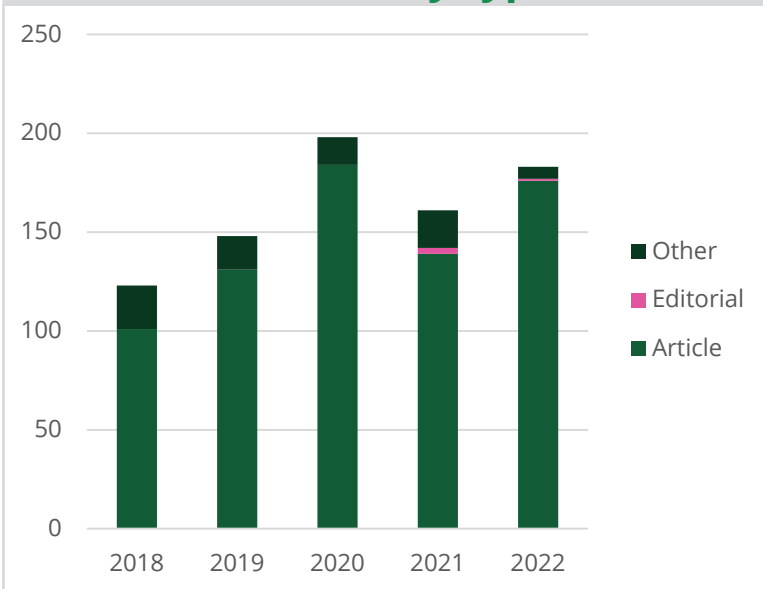
The total number of submissions in 2022 increased (13.7%) compared with 2021. This compares with an increase (4.7%) across all Wiley journals in the Psychology subject area.

Accepted and rejected articles

The proportion of accepted and rejected articles listed in the year the final decision was taken. The accept rate was 21.1% in 2022, an increase from 13.9% in 2021. This compares with an accept rate of 21.9% across all Wiley journals in the Psychology subject area.

Country/region of submission

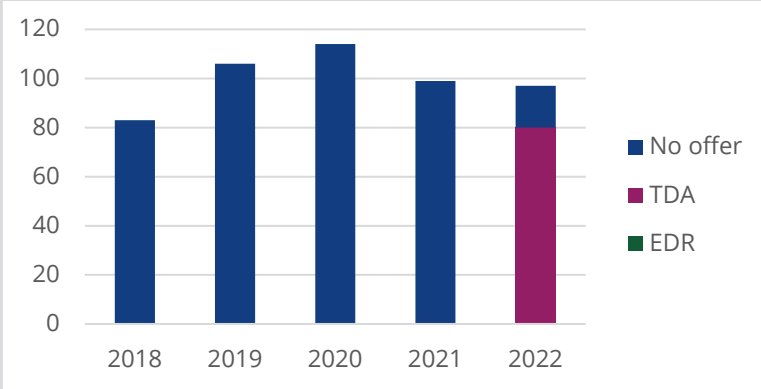| Country/region	Submissions
United States	51
China - mainland	24
Turkey	20
Pakistan	9
India	7
Canada	5
Iran	4
Malaysia	4
Portugal	4
South Korea	4
Australia	3
Italy	3
Kazakhstan	3
Switzerland	3
Taiwan	3
Others	36

This chart shows the top 15 countries/regions ranked by the number of submissions to the journal. All submissions counted were submitted in 2022. The remaining countries / regions are grouped into "Others."

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Author Experience: Refer and Transfer

Rejections by offer type

Chart (2018–2022), y-axis 0–120:
- No offer (navy)
- TDA (magenta)
- EDR (green)

In 2022, you made 0 Editor Driven Referral offers to journals in your network and 80 of your non-referred rejections were made via our Transfer Desk Assistant. That means 82.47% of your rejected papers received an offer of another journal to submit to.

Offers agreed

Chart (2018–2022), y-axis 0–16:
- TDA (magenta)
- EDR (green)
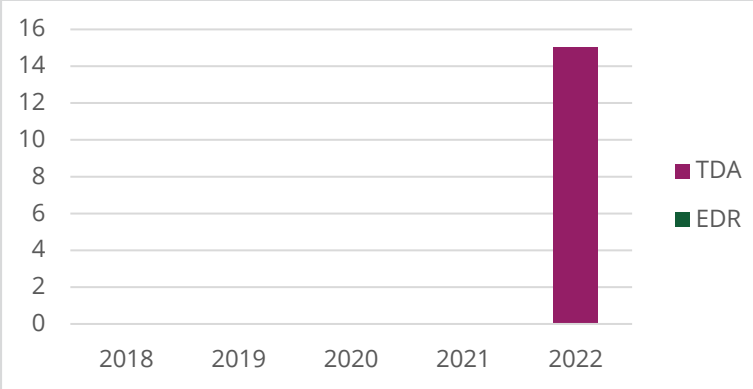
15 offers from the Transfer Desk Assistant in 2022 were agreed to by authors.

Percentage agreed by offer type

Chart (2018–2022), y-axis 0%–25%:
- EDR (green)
- TDA (magenta)
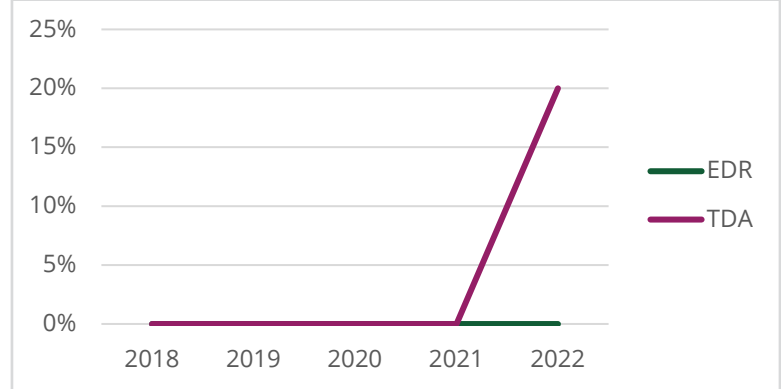
To date, authors have agreed 20.0% of the offers made via the Transfer Desk Assistant in 2022.

Top journals agreed in 2022

Journal Name	Pathway	Agreed
Analyses of Social Issues and Public Policy	TDA	2
Human Resource Management	TDA	2
Journal of Applied Social Psychology	TDA	2
Others	TDA	2

These are the most agreed to journals you offered in 2022 broken down by pathway. Currently the structure of data in all EEOs does not allow us to see the exact journals offered, only those agreed to.

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Author Experience: Review

Speed of review process

Includes all articles, including those that were decisioned without peer review

Median number of days (min-max)	2018	2019	2020	2021	2022
Submission to first decision	4 (1-56)	3 (1-54)	3 (1-70)	62 (3-282)	110 (2-264)
Submission to final decision	4 (1-137)	3 (1-176)	3 (1-265)	51 (3-320)	116 (2-683)
Submission to acceptance	91 (7-137)	93 (63-176)	91 (34-265)	95 (32-320)	439 (225-683)

Excluding articles that were decisioned without peer review

Median number of days (min-max)	2018	2019	2020	2021	2022
Submission to first decision	37 (25-56)	36 (28-54)	41 (22-70)	89 (26-282)	184 (120-264)
Submission to final decision	51 (25-137)	67 (28-176)	47 (22-265)	92 (26-320)	259 (136-683)
Submission to acceptance	92 (52-137)	93 (63-176)	91 (34-265)	105 (77-320)	444 (225-683)

Review quantity

	2018	2019	2020	2021	2022
Number of review invitations sent	118	123	172	227	69
Number of review invitations accepted	102	115	134	177	54
Number of reviews completed	100	111	126	166	80
Median days to review completion	30	30	29	28	30

Articles are included in the year the decision was made, and data includes all articles, whether or not they were sent out to peer review. The number of days from submission to acceptance in 2022 was a median of 439 days, up from 95 days in 2021. This compares with a median of 195 in 2022 across all Wiley journals in the Psychology subject area.

Articles are included in the year the decision was made, and data excludes articles that were decisioned without peer review. The number of days from submission to acceptance in 2022 was a median of 444 days, up from 105 days in 2021. This compares with a median of 207 in 2022 across all Wiley journals in the Psychology subject area.

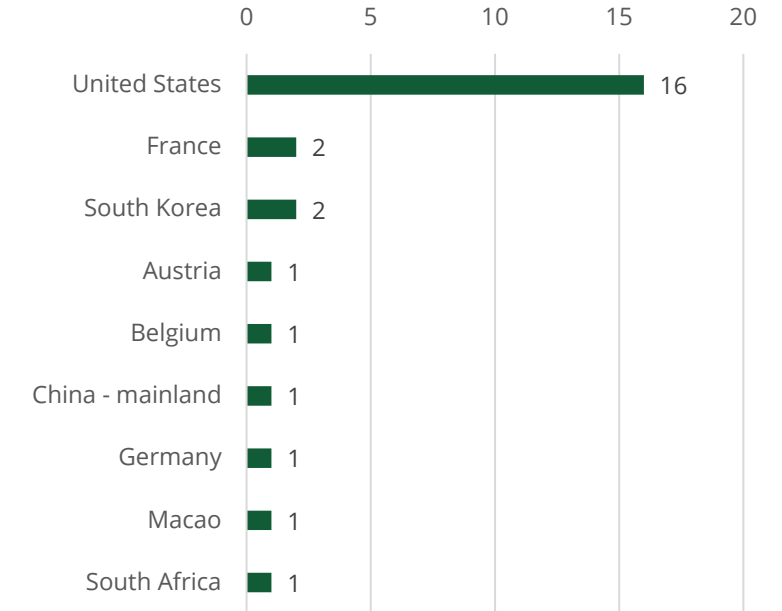This chart shows review data for original submissions only for the past five years.

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Author Experience: Publication

Publication trend

Year	Volume	Number of Issues	Number of pages (by article)	Number of pages (by issue)	Number of articles	Average days from receipt at Wiley to Early View publication	Median days from receipt at Wiley to Early View publication	Average days from receipt at Wiley to print publication	Median days from receipt at Wiley to print publication
2022	70	4	334	344	26	31	27	88	71
2021	69	4	360	374	28	0	0	65	62
2020	68	4	371	380	27	0	0	64	59

In 2022 the average number of days from receipt at Wiley to Early View for *The Career Development Quarterly* was 31. This is slower than the Social Sciences and Humanities average, which was 28. In comparison, the average across Wiley was 26.

Top 15 author countries/regions

Country/Region	Value
United States	16
France	2
South Korea	2
Austria	1
Belgium	1
China - mainland	1
Germany	1
Macao	1
South Africa	1

Open access articles

In 2022, your journal published 3 open access articles, an increase from 2 (50.0%) in 2021. In the Psychology, Applied WoS subject category, the number of articles published open access across all publishers increased (18.4%) in the same period.

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Author Experience: Publication

Issue publication data for 2022

Volume: Issue	Print publication date	Online publication date	Online lateness measure	Number of pages (by article)	Number of articles	Print run	Average number of days from receipt at Wiley to Early View publication	Median number of days from receipt at Wiley to Early View publication	Average number of days from receipt at Wiley to online issue publication	Median number of days from receipt at Wiley to online issue publication
70:1	29 Mar 2022	16 Mar 2022	Late	94	7	104	35	35	72	61
70:2	10 Jun 2022	01 Jun 2022	On Schedule	74	6	105	28	25	72	59
70:3	08 Sep 2022	05 Sep 2022	On Schedule	64	6	96	40	32	120	118
70:4	07 Dec 2022	02 Dec 2022	On Schedule	102	7	101	22	18	61	64

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