

The missing “O” in DEI

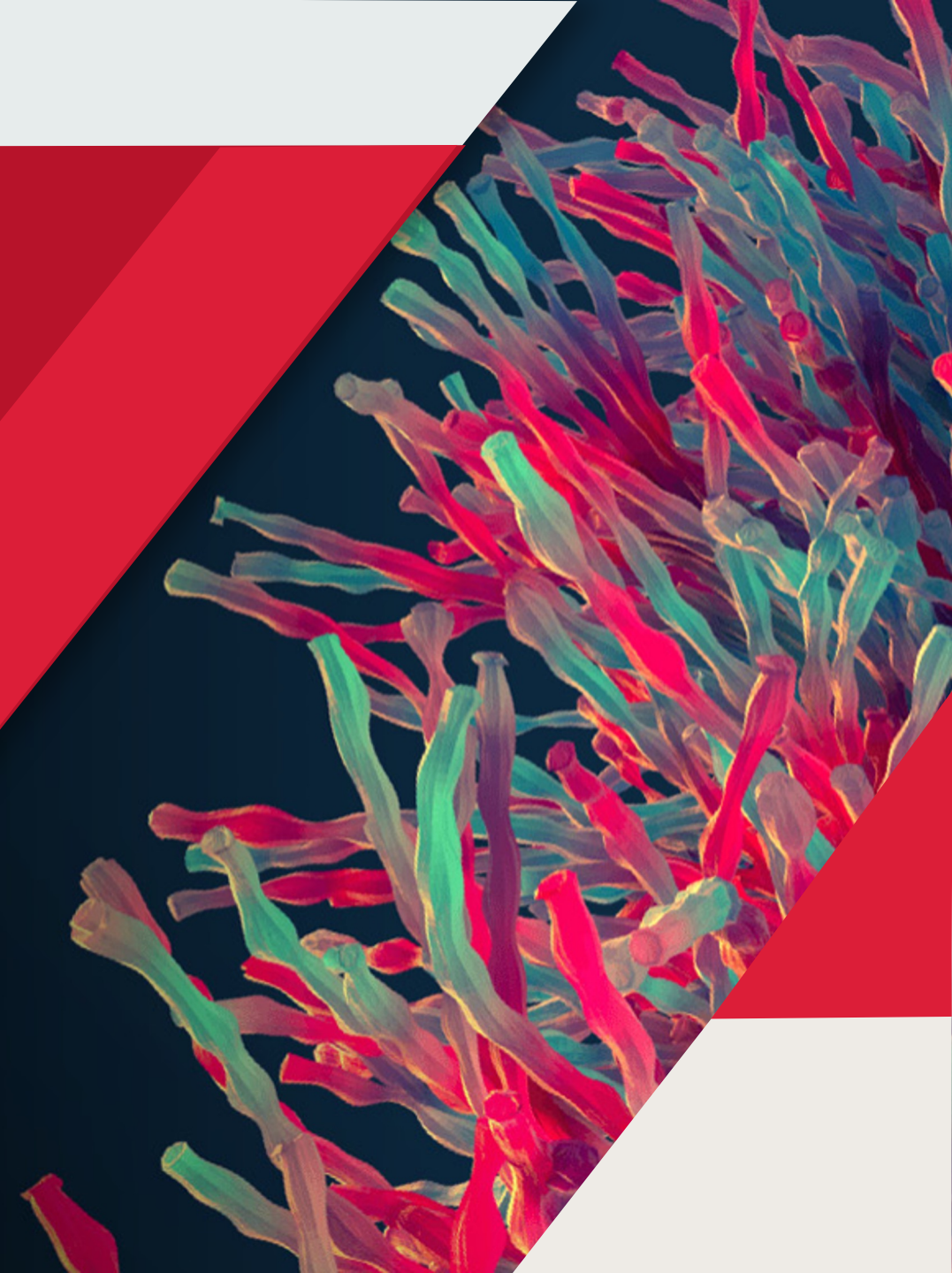
Open Editorial Board: Being Open to Diversity

Adrianna Borgia, Managing Editor
Anand Balasubramani, Journal Development Editor

American Society for Microbiology
October 14th 2022



AMERICAN
SOCIETY FOR
MICROBIOLOGY



The American Society for Microbiology and ASM's Journals

- Member-driven organization with 30,000+ members worldwide
- We have several programs, from Advocacy to the American Academy for Microbiologists.
- Sixteen journals that collectively publish ~6000 articles a year.
- Titles span the breadth of microbiology, from basic and clinical to applied, industrial, and environmental microbiology.
- A combination of hybrid and fully open access titles.

American Academy of Microbiology

[Home](#) / [Global Health](#)

[ABOUT ASM](#)

Global Public Health Programs (GPHP)

Monkeypox vs. COVID-19



[READ THE ARTICLE](#) →

Broad Scope Microbiology Journal with 400 Editors

Microbiology Spectrum: Aims and Scope

Microbiology Spectrum is a new open-access journal that publishes research across the entire range of basic, clinical and applied microbiology. Rather than making subjective evaluations of potential impact, *Spectrum* publishes research studies that are of high technical quality and are useful to the community.

Microbiology Spectrum will publish all types of reports that document rigorous work. These include replication studies that provide additional support for findings, as well as negative results that reject a study hypothesis.



Why 400 Editors?

- Microbiology Spectrum is a new & growing journal.
- April 2021: Relaunched as a broad scope, fully open access journal.
- It is a **cascade journal** and authors can transfer articles from 10 distinct ASM journals to Microbiology Spectrum: Our Board needs to be able to handle papers on a wide range of topics: clinical to environmental and food microbiology.
- 2022 is Spectrum's first full year, and we expect to publish over 2000 articles.



Spectrum's Editorial Leadership

Editor in Chief (2026)



Dr. Christina Cuomo is a Senior Group Leader in [Fungal Genomics in the Infectious Disease and Microbiome Program](#) and an Associate Director in the [Genomic Center for Infectious Diseases of the Broad Institute of MIT and Harvard University](#). Her group leverages genomic approaches to study the evolution of fungal pathogens. She has served as a senior editor for ASM's journal *Microbiology Resource Announcements* and as an editor for *Microbial*

Genomics.

Our Leadership Team comprised of 10 individuals is international and are based in 4 distinct countries.

Expertise across a wide range of topics:

- Diagnosis of infectious diseases
- Virology
- Bacteriology
- Mycology (Fungi)
- Antibiotic resistance
- Environmental microbiology



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Senior Editors



Esther Babady (2026)
Memorial Sloan Kettering Cancer Center, New York, NY
Research Interests: Molecular diagnosis of infectious diseases, fungal and viral infections, infectious disease surveillance, prevention of hospital-acquired infections



Swaine Chen (2026)
National University of Singapore and the Genome Institute of Singapore
Research Interests: Genomics, bacterial genetics, chromosome-scale engineering, host-pathogen interactions in urinary tract infection and foodborne streptococcal disease



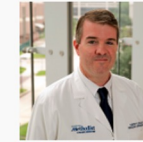
Joanna B. Goldberg (2026)
Emory University School of Medicine, Atlanta, GA
Research Interests: Bacterial genetics, genomics, and physiology related to cystic fibrosis respiratory infections



Jeffrey Gralnick (2026)
University of Minnesota, BioTechnology Institute, Saint Paul, MN
Research Interests: Metabolism, physiology and genetics of environmental bacteria, iron-oxidizing and -reducing bacteria, synthetic biology



Cezar Khursigara (2027)
University of Guelph, Guelph, Ontario, Canada
Research Interests: Bacterial cell surfaces and cell biology, cell division, biofilms, antimicrobial resistance, microscopy and proteomics



S. Wesley Long (2026)
Houston Methodist Hospital, Houston, TX
Research Interests: Molecular pathogenesis, clinical microbiology, molecular diagnostics, bacterial genomics, antimicrobial resistance and application of machine learning and informatics to microbiology



Daniel R. Perez (2026)
University of Georgia, Athens, GA
Research Interests: Emerging viruses, influenza, coronaviruses, virus-host interactions, cross-species transmissions, One Health, vaccines, antivirals, in vitro evolution



Rosemary She (2027)
Keck School of Medicine of USC, Los Angeles, CA
Research Interests: Infectious diseases diagnostics, fungal pathogens, antimicrobial susceptibility testing, rapid molecular testing



Alison J. Sinclair (2026)
University of Sussex, Brighton, United Kingdom
Research Interests: Herpesviruses, Epstein-Barr virus, viral gene expression, impact of viruses on host gene expression, impact of viral infection on epigenetics

What Is an Open Editorial Board?

Traditional Board



- Candidates are nominated by journal leadership
- Usually nominees are within the existing networks
- Closed, potentially exclusive process
- Regional Bias

Open Board



- Anyone can self nominate
- People our leadership team know can apply
- Selection is based on merit and experience
- Open, naturally inclusive process



Application & selection process

We have received almost 2000 applications from 89 distinct countries. **We do collect some demographic information: gender identity, race/ethnicity, country.**

Evaluation Criteria:

- Scientific expertise within microbial sciences
- Reasonable publication record (**first and corresponding author papers**)
- Prior experience as a reviewer and editor (latter is a plus)
- Commitment to the Journal's mission: Spectrum is a sound science, open access journal.

Evaluation Process:

- Staff member shortlists applicants to the Board based on above criteria
- Editor-in-Chief reviews recommendations and in most cases, she moves forward.



Apply to join Microbiology Spectrum's Board of Editors

Thank you for your interest in serving as an Editor at Microbiology Spectrum. Editors at Spectrum are expected to handle peer review of 12-15 papers per year.

12. Please list 4-5 journals where you have served as a peer reviewer. *

Enter your answer

13. Please list up to five key publications (first and/or corresponding author papers preferable) *

Enter your answer

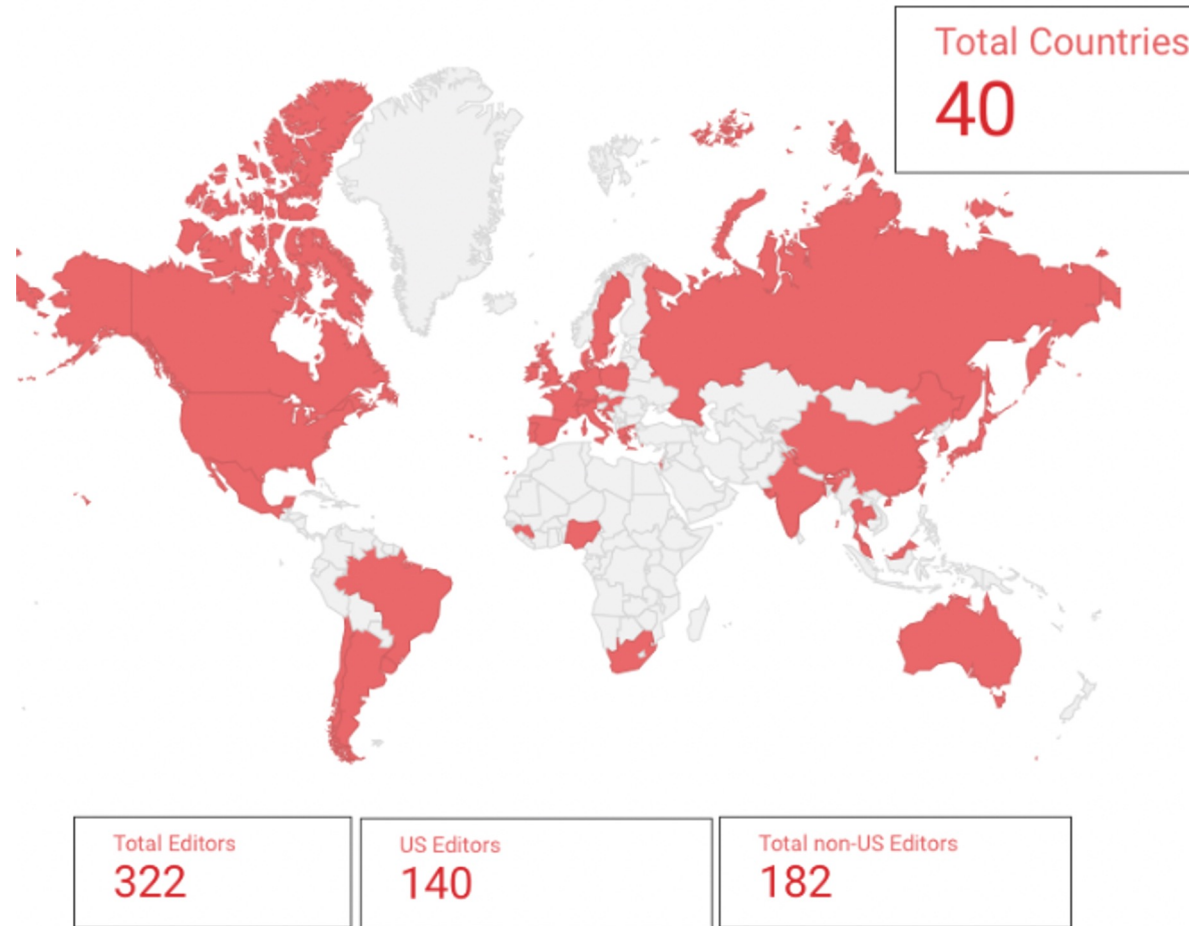
14. Are you currently an Editor at any other journals? If yes, please list them here. Otherwise, please enter "No". *

Enter your answer

15. In less than 200 words please describe why you would like to join Spectrum's Board of Editors and help promote open science? *

Enter your answer

Open Board at *Microbiology Spectrum*



Key Highlights:

- Near gender parity
- Over 50% of our Editors are based outside the US (we are an American Society).
- **US-based Editors: Less than 50% identify as White.** We have very good representation from historically underrepresented groups.
- Considerable representation from early career microbiologists.



Challenges:

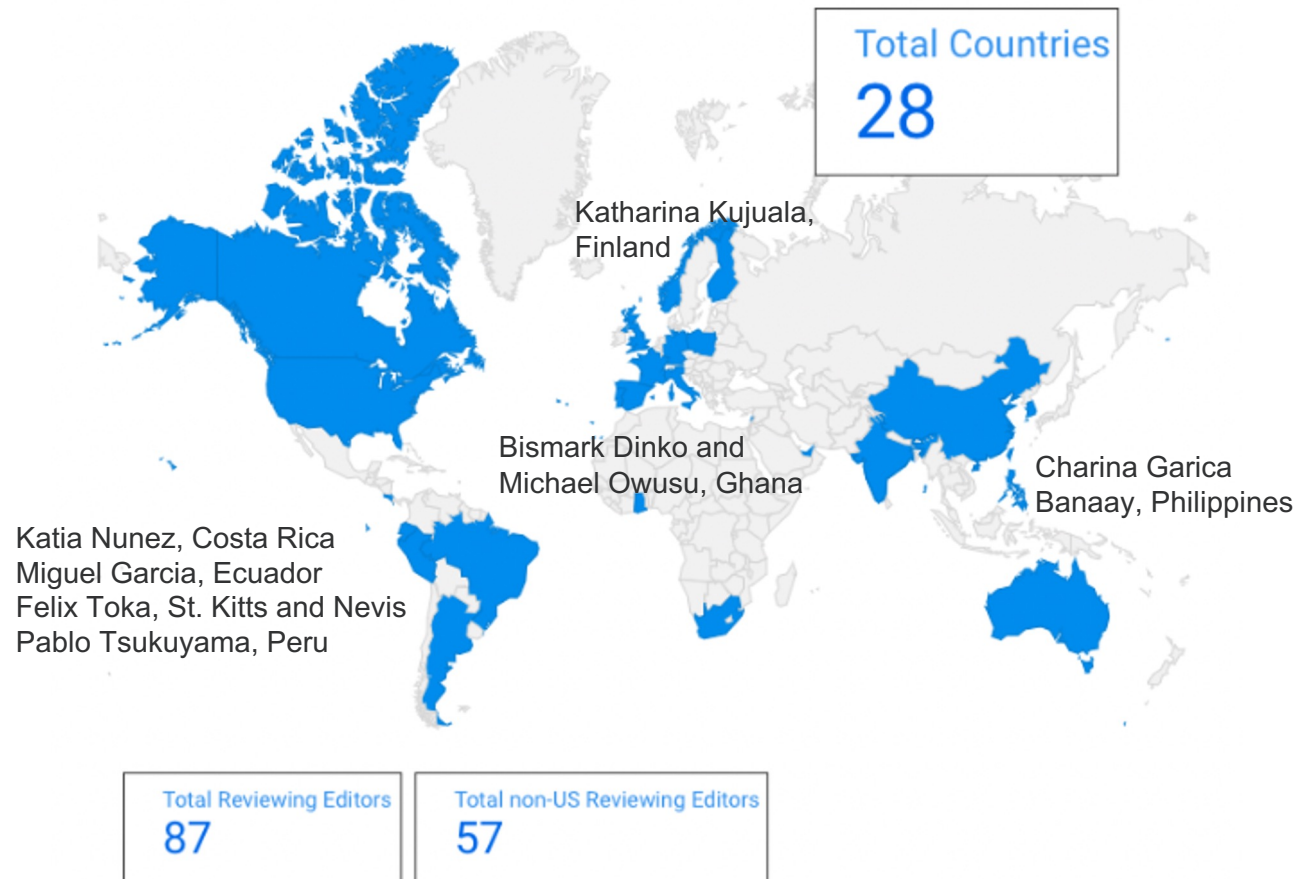
Only 1 in 4 applicants identified as women

More than 50% of applicants are from only 2 countries

- Most visible challenge when reviewing applications in the lack of gender balance. Our Board is very close to gender parity.
- Despite the Board being Open, **there is the question of reach**: We are struggling to build representation in are parts of Asia, Latin America and Africa due to lack of applicants.
- As we continue, we are much more focused in our approach to building diversity, equity and inclusion at Spectrum.
- One way of addressing this is our new Reviewing Editors Program.



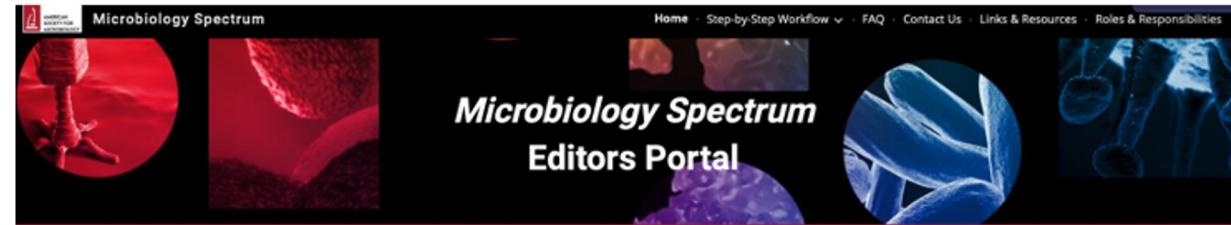
Reviewing Editors



- Launched in April 2022 to help early career microbiologists a pathway to becoming Editors at Spectrum.
- Candidates are chosen from the Open Board applicant pool.
- Committed to peer reviewing ~2 papers per month, up to 24 per year.
- Potential to advance to the Editor role within three years (based on performance)
- Number of women exceeds the number of men.
- 87 Reviewing Editors from 28 countries. 57 of them are from outside of the US and include scientists from Ghana, Philippines, Peru, Costa Rica and Ecuador.

Managing a Large, International Board

- Collectively, we now have 416 Editors and Reviewing Editors from 51 countries.
- 2022 is our first full year and **we will publish over 2000 articles in 2022.** Impossible without the support of our Editors, Reviewing Editors and our Peer Reviewers.
- We have several Editor-led working groups, including a DEI working group and a Data Policy Working Group.
- Higher volume = more problematic situations
- Messaging both ways is complicated. Spectrum is a cascade journal: Transfers can be complicated.
- Our lessons so far: (i) Robust onboarding (ii) Accessible Documentation (iii) Need to think globally (iv) Inclusive Messaging



Special thanks to ASM Staff who have helped make Spectrum a success!

- **Assistant Managing Editors:** Jessica Kanotz, Joseph Schwartz.
- **Production:** David Haber, Manuel Cavazos, Becky Zwadyk, Charles Brown
- **Editorial:** Melinda Liles, Laurie Webby
- **Website:** John Bell, Jay Brite, Amanda Donaldson, Deborah Plavin
- **Systems:** Rob Masson, Tasha Thomasian
- **Ethics:** Amy Kullas, Aashi Chaturvedi
- **IDEAA:** Shannon Vassell, Shaundra Holmes

Thank You!

Questions? Contact
Us.



Adrianna Borgia, MS (She/Her) · 1st
Managing Editor & Publishing Professional



Anand Balasubramani Ph.D. (He/Him)
Journal Development Editor

