

Inclusion and Equity in Scientific Publications

NSD IDEA Council
April 4 2023

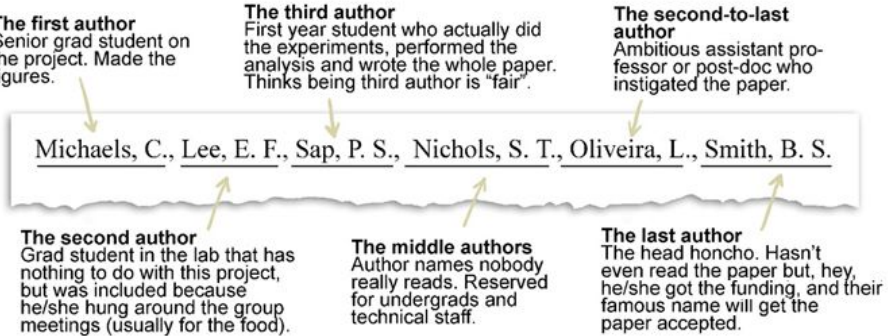
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If writing publications is part of your work, you may have encountered some of the following questions and situations:

- *Who should be on the author list of a paper?*
- *What should the order of the authors be and what message(s) does that ordering implicitly communicate?*
- *What to do if you are left off a manuscript but felt you had contributed to it?*
- *What to do if you have been put on an author list but felt you hadn't contributed to the work?*
- *Is there guidance to help decide these things?*

Caveat: Many if not most people in NSD are involved in large collaborations that have their own bylaws or policies and practices for publication authorship issues, and much of what follows may not apply to those situations.

THE AUTHOR LIST: GIVING CREDIT WHERE CREDIT IS DUE



The first author
Senior grad student on the project. Made the figures.

The third author
First year student who actually did the experiments, performed the analysis and wrote the whole paper. Thinks being third author is "fair".

The second-to-last author
Ambitious assistant professor or post-doc who instigated the paper.

The second author
Grad student in the lab that has nothing to do with this project, but was included because he/she hung around the group meetings (usually for the food).

The middle authors
Author names nobody really reads. Reserved for undergrads and technical staff.

The last author
The head honcho. Hasn't even read the paper but, hey, he/she got the funding, and their famous name will get the paper accepted.

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WWW.PHDCOMICS.COM

LBNL's Office of DLD for Research provides a resource for authorship:

<https://research.lbl.gov/resource/guides/authorship-collaboration/>

They recommend following the [ICMJE guidelines](#), which include (edited for length, and **emphasis added**):

1. Authorship credit should be based on 1) **substantial contributions** to conception and design, acquisition of data, or analysis and interpretation of data; 2) **drafting the article** or revising it critically for important intellectual content; and 3) **final approval** of the version to be published. Authors should meet conditions 1, 2, and 3.
2. When a large, multicenter group has conducted the work, the group should identify the individuals who **accept direct responsibility** for the manuscript. These individuals should fully meet the criteria for authorship/contributorship defined above.... Journals generally **list other members of the group in the Acknowledgments**....
3. Acquisition of funding, collection of data, or general supervision of the research group alone does not constitute authorship.
4. All persons designated as authors should qualify for authorship, and all those who qualify should be listed.
5. Each author should have participated sufficiently in the work to **take public responsibility** for appropriate portions of the content.

- [CRedit](#) is an emerging consensus for explicitly describing authors' contributions to a research paper
 - Shift from **authorship** to **contributorship**
 - Website: <https://credit.niso.org>
 - Paper: [Brand et al., "Beyond authorship: attribution, contribution, collaboration, and credit." Learned Publishing 28\(2\), 2015.](#)
- Increase transparency and equity
- More and more journals are requiring a CRedit statement or equivalent:
 - [Elsevier](#)
 - [Wiley](#)
 - [Springer](#)
 - [PLOS ONE](#)



Contributor Roles Taxonomy

CRedit contributor roles:

- Conceptualization
- Data curation
- Formal analysis
- Funding acquisition
- Investigation
- Methodology
- Project administration
- Resources
- Software
- Supervision
- Validation
- Visualization
- Writing – original draft
- Writing – review & editing

From the [original paper Brand et al. \(2015\)](#):

Author statement and acknowledgements

The first author named is lead and corresponding author. All other authors are listed in alphabetical order. We describe contributions to the paper using the taxonomy provided above. *Writing – Original Draft*: A.B. and M.A.; *Writing – Review & Editing*: M.A., A.B., and M.H.; *Conceptualization*: L.A. and A.B.; *Investigation*: L.A., A.B., M.A., and M.H.; *Methodology*: M.A. and J.S.; *Formal Analysis*: M.A. and J.S.; *Project Administration*: L.A. and A.B.; *Funding Acquisition*: L.A. and A.B.

Example provided by [Wiley](#):

Pierro Asara: review and editing (equal). **Kerys Jones**: Conceptualization (lead); writing – original draft (lead); formal analysis (lead); writing – review and editing (equal). **Elisha Roberto**: Software (lead); writing – review and editing (equal). **Hebei Wang**: Methodology (lead); writing – review and editing (equal). **Jinnie Wu**: Conceptualization (supporting); Writing – original draft (supporting); Writing – review and editing (equal).

Name changes on published work

National Laboratories Name Change Initiative For Published Research Outputs

<https://diversity.lbl.gov/namechange/>

On July 28, 2021, all 17 National Laboratories along with many prominent publishers, journals and other organizations have announced an initiative in support of researchers wishing to change their names on published research outputs.

We will implement name changes for any reason, in accordance with the policies at individual partners. The initiative is transgender-inclusive and will allow researchers of all genders to own their academic work.

If you would like to participate, please contact namechange@lbl.gov to learn more and start the process.



<https://phdcomics.com/comics/archive.php?comid=1890>

Opportunities to Be Involved in Outreach and Service

● K-12 STEM Outreach Opportunities

- Many roles open for Science en Acción (SeA) bilingual STEM camp
 - Opportunities for Reverse Science Fair in Berkeley
 - Support needed in the The Berkeley Lab Director's Apprenticeship Program (BLDAP)
 - Help with various local school STEM outreach programs coming up
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
- <https://k12education.lbl.gov/home>

● Community Service Opportunities

- Volunteer with the [Food Bank of Contra Costa and Solano](#) (FBCCS), the [UC Berkeley food pantry](#), or the [Alameda County Community Food Bank](#)
- Volunteer with [Meals on Wheels](#) to pack or deliver food to Berkeley's homebound seniors
- Sign up to be a tutor for "[Literacy for Every Adult Program](#)" or another "[Bay Area Literacy](#)" program
- Contribute to an Earth Day event or environmental cause.

Sign up to volunteer for these opportunities and more at <https://service.lbl.gov/need/>

NSD IDEA Council resources

- URM Job Posting funding
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards “50 ways to fight bias”](#)

Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining the Council!

- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov