

Scientific Journal of Applied Social and Clinical Science

Acceptance date: 20/02/2025

STAFF AT REVISTAS DE INVESTIGACIÓN CIENTÍFICA DEDICATION, RECOGNITION AND THE AUT-AUT ETHICS AS INTANGIBLE

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Abstract: This work is based on a study whose main objective has been to verify the dedication needs, recognition and professional ethics of the human team of Latin American scientific journals in the field of communication a brief review will be made of the roles, the development time of these activities, the possible rewards, critical aspects and a brief proposal for future action. We started from the hypothesis that, given that quality is not possible without quantity, it is necessary to reflect on the time of dedication that the performance of scientific journal teams requires, the difficulties they present, and it is thought that in most cases there is still not an adequate correlation with the necessary professional and academic recognition. In order to corroborate this hypothesis, some in-depth interviews were conducted with some of the agents involved in the 50 journals studied and a survey was carried out to collect initial data that would allow a first field exploration. As first results, it is verified that the recognition is still below what should be granted, and in the time of dedication that should be recognized, except in rare exceptions. The data speak of a high level of dedication time that exceeds that assigned and valued academically and personally for these functions; on the other hand, it is deduced from the surveys that the work of the journal team should still obtain greater recognition in the majority of private, public and accreditation bodies. After studying the data collected, the surveys and the interviews, the main conclusion is that, for the participants in the scientific journal teams, there is an ethical reason for their dedication that exceeds the expectations of academic and professional recognition and exceeds the possible benefits and economic incentives. It is suggested that, even so, keeping the balance of sa-

tisfaction positive with respect to the reward, public and private institutions should make a change in the valuation of such work so as not to risk that the quality of publications and therefore the development of knowledge ends up being considered not as an *Aut-Aut* where in any case ethics wins, but as a personal choice that ends up with the involvement and performance of the scientific journal team.

Keywords: scientific journal teams, dedication, recognition, academic scores.

INTRODUCTION

Before going into the subject matter of this work, a brief terminological clarification is made to define the main concepts of this work, i.e. team, dedication, recognition and Aut-aut. A team is a group of people organized for a purpose. From the French “équipage”, derived from “équiper” meaning ‘to embark, to load a ship with what is necessary’, from the Germanic “skip” meaning ‘boat’; a term that designates the crew, in the sense of a team of people well organized for navigational work (RAE, 2024)¹. Baden-Powell said: There is no such thing as good or bad weather, only good or bad equipment (Baden-Powell, 2010)². The English etymology of “team” has its roots in Old English in which team meant “offspring” or “family”. This term evolved to refer to a group of people working together, and today it is mainly used to describe a group of individuals united by a shared purpose or task. A group of people collaborating in the same field of activity, even intellectual: a team of researchers; teamwork The word “dedication” originates from the Latin “dedicatio”. In Latin, “dedicatio” (Commeleran and Gomez, 1889; DL, 2024)³ is derived from the verb “dedicare”, which in turn is composed of “de” (meaning “of” or “from”) and “dicare”

1. RAE, (2024) Term equipment. Dictionary. Royal Spanish Academy

2. Baden Powe, R. (2010). Scouting for Boys. Martino Fine Books. ISBN-13 978-1578989928

3. Commeleran y Gómez, F.A. (1884) Classic Latin-Spanish etymological dictionary. Digital Library of the Royal Academy. DL (2024) Dedicatio. Latin Dictionary.

(meaning “to consecrate”). The root “dicare” is also related to the word “dicere”, which means “to say”. Therefore, “dedication” originally had the connotation of “to say of” or “to consecrate of”. Over time, the word “dedication” has evolved and expanded its meaning to refer to the action of devoting time, effort or attention to a specific cause, goal or activity with a sense of commitment, devotion or special attention. Therefore, today, “dedication” commonly refers to the act of committing and devoting resources to a task or activity with a high degree of interest and dedication. The word “recognition” has its origin in the Latin “recognitio”(Idem, 2024)⁴. In Latin, “recognitio” is derived from the verb “recognoscere,” which in turn is composed of “re-” (meaning “again” or “again”) and “cognoscere” (meaning “to know” or “to acquire knowledge of”). Thus, “recognitio” originally had the connotation of “to know again” or “to examine again.” Over time, the word “recognition” has evolved and expanded its meaning to refer to the action of identifying, appreciating or confirming something or someone, whether for their merit, quality, achievement or existence. Today, “recognition” is commonly used to express gratitude, appreciation or acceptance of something or someone, and can refer to the action of bestowing honor, merit or thanks for a particular act, contribution or characteristic. The words “Aut-Aut” mean either one or the other. And they are the title of a work by Kirkegaard (1843)⁵. In this work as in others by the author, the free decision of the human being between one option or the other is posed and the question is asked about what should guide that choice. Kierkegaard argues that human life is marked by the

need to make fundamental choices that define who we are. Choice is not simply a matter of preference, but an existential choice that has profound implications for the meaning and purpose of our lives. “Aut-Aut” is a reflection on the nature of choice and the duality between two ways of life: one based on hedonism and interest, the other on ethics and responsibility. The choice of this expressive term for this work is made on the basis of the meaning that derives from its Latin etymology: either yes or no, or one way or the other (Etim, 2024)⁶ which, as has been said poses an ethical disjunction; the Latin locution puts before an alternative before which one is submitted to choose, before which there is no third solution: Aut Caesar aut nihil. (Caesar, 1475)⁷ It is this dilemma to which, voluntarily, the members of the team of scientific journals impose themselves according to the hypothesis of this work, not for fame or power as in the Latin motto, but because it is an apparent alternative of attitude that in the case of the work under analysis, does not allow for its execution a real alternative, there is only one option as will be seen in the conclusions

SCIENTIFIC RESEARCH JOURNAL COMPOSITION AND CHALLENGES THEY FACE

This first section will try to unify, after the analysis carried out with the 50 Latin American scientific communication journals (see Table 1), what are the main components and roles in the teams of these publications and what is therefore their division of labor and possible workload. Field work has revealed that the information that can be retrieved from the websites themselves does not alwa-

4. Idem, 2024

5. Kirkegaard, S. (1843) Aut-Aut. edizioni Mondadori. 2015

6. Etimo, (2024) Etymological Dictionary <https://www.etimo.it/?term=autaut>

7. Borgia, C. (1475) The phrase “Caesar or nothing” is attributed to Cesare Borgia, an Italian politician and military man of the Rebirth, as an expression of something inevitable, a choice that must be made with no other alternative.

Les Borgia : histoire du pape Alexandre VI, de César et de Lucrèce Borgia. Clément, Augustin 1882.

Paris : Imprimeries-librairies de l'uvre de Saint-Paul. <https://archive.org/details/lesborgiahistor00cl>

ys show a picture of the real distribution of team work. There are many cases in which the team members assigned to the different roles often have an honorary position rather than a real performance position. Therefore, we have tried through interviews with some participants of some of the selected journals to know the real situation of teamwork and to gather possible similarities and general approaches adaptable to all publications. Despite the effort made, it must be said that it is very difficult to extrapolate the metrics since there is a great complexity of variables and there are considerable differences from one publication to another, depending on the importance of the journal, its budget and its modes of public or private funding, the organizations involved or the *Article Processing Charges* (APCs) charged to the authors for publication.

Average team composition of scientific research journals

The actual composition of the teams, as explained in the previous section, varies considerably depending on the size and objectives of the publication, but in general they are composed of several key roles. The common roles and positions that have been identified are as follows:

- Editor-in-Chief/Editor: This person is responsible for the overall direction of the journal. He or she oversees the peer review process, makes crucial editorial decisions, and works to ensure that the journal maintains standards of quality and integrity.
- Associate Editors or Sub-editors: These professionals are responsible for managing the manuscript review process. They select reviewers who are experts in the field of research and make editorial decisions based on the reviewers' feedback.

- Expert Reviewers/Evaluators: Reviewers are experts in the specific field of research addressed in the manuscript. They evaluate the quality, validity and relevance of the work, providing feedback and recommendations to the authors and editors.
- Editorial Secretaries and Editorial Assistants: These team members manage communications with authors, organize the editorial workflow and support the Editor-in-Chief and Associate Editors in their responsibilities.
- Production Team: These professionals are responsible for formatting accepted manuscripts, designing the journal, proofreading, and preparing papers for publication.
- Marketing and Publicity Team: These members promote the magazine, seek to attract new authors and readers, and manage aspects related to the magazine's image.

The first evidence that can be concluded at this point after the study conducted, the surveys and interviews, is that the interrelation between funding and the number of components and hours of dedication is directly proportional, i.e., the greater the funding and budget, the larger the team. This correlation is shown in the results section (Table 5). In addition, it has been verified that larger teams require less time of dedication by the different components, thus being an inversely proportional relationship, except in cases where the teams are composed of university personnel and part of the funding can be used to encourage the team, in which case the dedication increases as it allows the management and teaching load to be reduced.

Country	Magazine 1	Magazine 2	Magazine 3	Magazine 4	Magazine 5
Spain	Studies on the Message	Communicate	EPI	Latin Magazine of Communication	Communication and
Italy	Social Communications	Journal of Media Economics	Languages Cuture	Journal of Science Communication	Journal of Media and Communication Studies
France	French Journal For Media Research	Communications	ESSACHESS - Journal for Communication Studies	Communication Questions	Hermès
Portugal	Media and	Portuguese Journal of Social Communication	Media and Communi- cation Studies	Journal of Commu- nication Studies	Journal of Literary and Cultural Studies
Mexico	Communication Studies	Mexican Journal of Communica- tion	Communication and Society	Latin American Journal of Commu- nication Research	Mexican Journal of Social Sciences and Humanities
Colombia	Communication	Research Journal	Latin American Jour- nal of Social Sciences, Childhood and Youth	Journal of Social Studies	Communication Maga- zine
Brazil	Communication & Culture	Transinformacao	Information and Society	Perspectives in the science of Storm Engineering	Revista Brasileira de Pesquisa em Jornalismo (Brazilian Journal of Journalism Research)
Argentina	Communication Magazine	Communication and Society	Journal of Communi- cation Studies	Social Science Journal	Social Communication Magazine
Chile	Communication Magazine	Communication and Society	Journal of Communi- cation Studies	Social Science Journal	Social Communication Magazine
Peru	Communication Magazine	Communication and Society	Journal of Communi- cation Studies	Social Science Journal	Social Communication Magazine

Table 1: List of the 50 Latin American Scientific Communication Journals analyzed for this study.

Source: Own elaboration based on the first part of the study carried out 2023.

Challenges and common performances that may be faced by scientific research journal teams

Despite the above-mentioned differences in terms of the number of participants involved in the formation of the teams, hours of dedication and recognition and remuneration, all the journals are aware that the success and positioning of a scientific research publica- tion depends on its ability to address certain quality and ethical challenges; these are the performances that, after the data analysis and interviews, have been highlighted as the main ones:

- High Quality Peer Review: Ensuring rigorous and unbiased peer review can be a challenge, as it requires expert re- viewers willing to invest time and effort in evaluating manuscripts.

- Ethical practices and content monitoring: The monitoring of ethics and good prac- tices in an academic journal is essential to guarantee the integrity and quality of the publications. This involves rigoro- usly monitoring the authenticity of data, ensuring the originality of papers, and preventing any conflict of interest. In addition, editorial guidelines and inter- national publication standards must be strictly followed. In this way, an envi- ronment of trust and respect is promo- ted in the academic community.
- Conflict of Interest Management: Avoi- ding real or apparent conflicts of in- terest among authors, reviewers and editorial team members is crucial to the transparency and integrity of the editorial process.

- **Financial Sustainability:** Many scientific journals face financial pressures to cover operating costs and ensure open access to content.
- **Maintenance of Integrity and Reputation:** Journals should protect their reputation and editorial integrity by avoiding the publication of low-quality or unethical work.
- **Adaptation to New Technologies and Needs:** Journals must keep up with technological developments, such as open access online, and meet the changing needs of researchers and readers.
- **Reconciling Authors' and Reviewers' Expectations:** Authors want to publish their papers quickly, while reviewers seek the highest quality. Managing these contrasting expectations can be complicated.
- **Competition in the publishing industry, ranking and indexing:** With an increasing number of journals and scientific publications, journals must stand out and attract high quality papers.

Scientific journal teams must therefore strive, regardless of their size, funding and recognition, to respond to these challenges in an effective manner and maintain standards of quality and integrity in scientific publication. Often these standards, as can be seen from the interviews and surveys, are achieved with extra dedication that is not counted either academically or professionally. In many cases, this extra dedication exceeds twice the recognized time. The data presented in the results section are conclusive in this respect (Table 6).

MARKETING AND COMMUNICATION, AS A FUNDAMENTAL PERFORMANCE IN THE TEAM AND ITS IMPACT ON THE PARTICIPATION OF NEW AUTHORS AND INCREASE OF CITATIONS

In addition to all the common functions and tasks listed in section 1.2, another common area of work has been detected in notable growth in all the journals analyzed: the area of marketing and communication, which has a direct impact both on the participation of new authors and on the increase in citations. The growing professionalization of scientific journals, the standards required by rating agencies dependent on public entities, and the classification and ranking indexes of journals, base part of their criteria on the number of citations. This value is unquestionable, although there is room for future reflection on whether articles of higher quality or those with greater visibility are really more cited. If this doubt were reasonable, it would be necessary to seek to improve this visibility in either case in order to obtain fair recognition for the effort made by the publications, their teams and their authors.

The role of marketing and communication

The marketing and communication of scientific research journals plays an increasingly crucial role in the promotion of these publications; attracting new authors and increasing the visibility and citations of published articles are of growing importance for the achievement of accreditations and positioning in quality rankings. The strategies available to them cover a variety of aspects. The following are cited as a summary of the most commonly used among the journals analyzed, as shown in Table 2.

Tool	Percentage of Investment	Time of Dedication
Web	40%	30%
RRSS (Social Networks)	20%	25%
Newsletters and Emailing	10%	10%
Conferences and Congresses	15%	20%
Collaborations and Partnerships	5%	5%
Open Access	5%	5%
Specific promotions	5%	5%

Table 2 Most used marketing tools by economic investment

Source: Own elaboration based on the first part of the study carried out 2023.

The greatest economic and time investment in marketing and communication is dedicated by the scientific journals studied to their online presence through the creation and operation of a website of the highest possible quality. Most of the publications analyzed try to make the website easily accessible, i.e. not within other institutional websites, but with direct access, that through keywords and scope and reach (Pérez-Rodríguez, 2016)⁸ , description, contents... achieves a good SEO positioning; the websites are usually well organized and contain clear information on how to submit articles and review times. They include aspects that are usually required to verify the quality of scientific publications; among others the organization chart, editorial and scientific committees, reviewers/evaluators, publication policies, indexing, statistics, list of authors, possible APCs, publication standards, ethics. The second most widespread investment by the different journals studied is the use of social networks: they use social networks (such as Twitter, Facebook, LinkedIn, etc.) to promote the journal and share

relevant content, such as summaries of interesting articles, editorial news and updates. The aim pursued by all of them is to engage the scientific community through discussions and share valuable content in order to achieve notoriety and open up the possibility of citations. Thirdly, most journals also use periodic *newsletters* with updates on the journal, new articles published and news highlights in the related research field; e-mail lists are also used for authors, reviewers and interested readers.

Another of the marketing and dissemination practices used by the journals analyzed is the participation in or organization of scientific conferences and congresses; this type of action, whether as a guest or as an organizer, gives the journals the opportunity to meet interested researchers, promote the journal and attract the attention of authors. Finally, collaborations and partnerships with academic institutions, scientific societies or other related journals can increase visibility, as well as inviting editors can expand the impact and reach of the journals; collaborating with influential authors, leading researchers in the field, are also actions contemplated by most of the journals studied. Partnerships can include resource sharing and mutual promotion. Although it cannot be considered as a marketing and communication tool, there is a practice increasingly in use that helps the visibility and therefore the increase of the notoriety of scientific journals: the so-called Open Access publication, i.e. there is no need to pay or subscribe to be able to read the articles in the journal. Adherence to Open Access by journals has grown exponentially in the academic field in the last 10 years, with a substantial acceleration in the post pandemic that highlighted the importance of being able to share

8. Pérez-Rodríguez, A. (2016) Temáticas, alcance, enfoque, enfoque, focus, aims and scope. The heart of a journal. Comunicar Journal. <https://doi.org/10.3916/escuela-de-autores-027>.
The scope of a scholarly journal refers to the topics and areas of research it covers. It includes the specific fields of study, the type of articles it publishes (such as original research, reviews, case studies, etc.), and the intended audience. A well-defined scope helps authors and readers understand what types of papers are appropriate for the journal and how it can contribute to their field of study.

data, information and scientific knowledge as soon as possible and as widely as possible to help and collaborate in the development of the subjects of study. Of the journals studied, practically all are already published in Open Access (see Table 3). This type of publication allows an advantage for authors who can increase the number of readers and therefore the possibility of citations; likewise with open access the potential readership grows and the journals are more viewed. Many institutions and research funders encourage publication in open access journals. Less commonly among the journals studied, research that could be more citable, high quality articles are identified and promoted in a specific way, through publications in social networks or *newsletters* or *mailing*.

RECOGNITION OF THE ROLE OF SCIENTIFIC JOURNAL TEAMS AND COLLABORATORS

Recognition of the role of scientific journal teams and collaborators in universities and Ministries of Education and Science may vary from institution to institution and from country to country. However, in many cases, scientific journal teams and collaborators, such as editors, reviewers and authors, receive some degree of recognition for their contribution to research and the dissemination of scientific knowledge, although in most cases not sufficiently in comparison to the responsibility and dedication. Here are some key points related to this issue that have been detected in the study conducted with the selected journals, as shown in Table 4.

Editors play a key role in the management and quality of scientific journals. They are often highly respected academics in their fields, are PIs of Research Projects, usually have published articles in Q1, Q2 journals, chapters in SPI 1 and/or entire books in that same category; are usually accredited at least with the category of Hired Doctor in countries such as Spain

or equivalent in other countries, have usually obtained a doctorate in their field with a *Cum Laude* research in public universities and have experience in public and private universities in teaching and research for more than 20 years, in addition to stays abroad and with more than 10 years of work in research and in possession of some sexennium recognized in the case of Spain. The editors interviewed receive some academic recognition for their work as editors, but, nevertheless, this recognition may vary according to the institution and the country, and the score is not high in the academic accreditations and in the internal and external institutional evaluation of the time of dedication, nor in the remuneration obtained, despite the responsibility, effort and time required by this position.

Reviewers, who evaluate manuscripts submitted for publication, play an essential role in ensuring the quality and validity of scientific articles. Although this work is generally not associated with formal recognition in terms of academic promotions, some universities and organizations may include this activity in the performance evaluations of academics; even so, it is still low that score given considering the responsibility and time of dedication. In this case, again, to be eligible for high quality peer review, they must have a doctoral degree in at least one area of study as an indispensable requirement. Reviewers, as well as editors, usually have articles published in the first quartiles. According to the interviews conducted, they usually receive little or no academic recognition.

As in the previous cases, the members of the Journal Committees must have a high academic qualification. Their role moves both in the participation in journal topics and in the suggestion of researchers, discussions and determination of ethical issues and conflicts of interest. They are usually respected academics in their fields, participate in Research Projects, usually have published articles in

Country	Magazine 1	Magazine 2	Magazine 3	Magazine 4	Magazine 5	Open Access (Yes/No)
Spain	Studies on Journalistic Message (JCR Q2)	Communicate (JCR Q1)	EPI (JCR Q1)	Latin Journal of Social Communication (JCR Q1)	Communication and Man (JCR Q3)	Yes, all
Italy	Social Communications	Journal of Media Economics	Languages Culture Mediaton (SJR Q4)	Journal of Science Communication (SJR Q 2)	Journal of Media and Communication Studies	Yes, except hybrid 2
France	French Journal For Media Research	Communications	ESSACHESS - Journal for Communication Studies (SJR Q3)	Communication Questions	Hermès	Yes, except 2, 4 hybrids
Portugal	Media and (SJR Q3)	Portuguese Journal of Social Communication (SJR Q3)	Media and Communication Studies (SJR Q1)	Journal of Communication Studies	Journal of Literary and Cultural Studies	Yes, all
Mexico	Communication Studies	Mexican Journal of Communication	Communication and Society (SJR Q2)	Latin American Journal of Communication Research	Mexican Journal of Social Sciences and Humanities	Yes, all
Colombia	Communication	Research Journal	Latin American Journal of Social Sciences, Childhood and Youth	Journal of Social Studies	Communication Magazine	Yes, all
Brazil	Communication & Culture	Transinformacao (SJRQ3)	Information and Society (SJR Q4)	Perspectives in the science of Storm Engineering (SJR Q3)	Revista Brasileira de Pesquisa em Jornalismo (Brazilian Journal of Journalism Research) (SJR Q3)	Yes, all
Argentina	Communication Magazine	Communication and Society	Journal of Communication Studies	Social Science Journal	Social Communication Magazine	Yes, all
Chile	Communication Magazine	Communication and Society	Journal of Communication Studies	Social Science Journal	Social Communication Magazine	Yes, all
Peru	Communication Magazine	Communication and Society	Journal of Communication Studies	Social Science Journal	Social Communication Magazine	Yes, all

Table 3 Publications studied that publish in Open Access

Source: Own elaboration based on the first part of the study carried out 2023.

accredited journals and at least usually have the category of Hired Doctor. According to the interviews conducted, they enjoy a certain academic recognition in most cases.

The guest editors, as well as the journal editor, usually have research experience, although in some cases they have junior researcher profiles and in other cases senior or honorary researcher profiles. According to the interviews carried out, the recognition is not usually very high at the professional level, but at the academic level it gives them the same score as the editor of a journal, despite the fact that the time of dedication is lower and that the editing time is usually limited to one issue or even a monographic issue.

In addition, the teams are usually composed of assistants, assistant directors and/or editors, secretaries and assistant editors, and other roles.

The work of adjuncts is not usually recognized by the different academic bodies, as is the case with other tasks within a journal's team, such as the proofreader, translator and layout designer. As for the former, they should have academic recognition since their work is related to the contents and to the research itself. As for the latter, given that they are not involved in research, they are not granted any type of recognition. According to the interviews conducted, the assistant editors or editors would expect to receive recognition that has not yet

been granted. In the other roles, according to some of the interviewees, these are academic-related personnel and they would consider it appropriate to receive some type of recognition, although in their cases they do receive an economic remuneration that is usually in accordance with their performance.

Finally, although the authors, although not integrated in the organization chart of the Scientific Journals Teams, are an indissoluble part of the final processes and meaning of the same, they are a *sine qua non* part. Therefore, we want to mention their role in this text because it will also be convenient in the comparison of their academic and professional recognition with respect to the rest of the Scientific Journals Team. Publishing articles in prestigious scientific journals is an important part of an academic career and can have a significant impact on promotions and professional advancement. Authors often receive recognition for their contributions to thorough citations, journal impact indices, academic awards and as in the case of reviewers, some universities and organizations may include this activity in the performance evaluations of academics, awarding some score that is indispensable for their accreditation, academic career and professional recognition and honoraria. Although the work of the authors, in comparison with the role and reward of the work of the teams, is usually superior, the time required for the publication of an article and the preceding research, entails months of study, often stolen from free time, since the time allocated and recognized by the institutions and released from other academic burdens is often far exceeded. In many countries, academic research and its publication is evaluated by peer review systems and impact metrics, such as H-index or number of citations. This can influence the recognition and promotion of academics. Institutional policies vary in how this work is recognized and rewarded.

Criteria	Public Prosecutor's Office score (from 0 to 10)	Public Institutions Score (from 0 to 10)	Private Institutions Score (from 0 to 10)
Academic recognition	2	1	1
Academic accreditations	2	1.5	1
Internal institutional assessment	1.2	0.8	0.5
External institutional assessment	1	1	1
Remuneration obtained	2	2	1
Responsibility and effort	6	6	7
Time of dedication	5	5	6

Table 4: Average scores given by Ministries and Public and Private University Educational Institutions to the work in Scientific Research Journal Teams

Source: Own elaboration based on the first part of the study carried out 2023.

Table 4 shows that, despite the responsibility and effort required by the work of editors and members of scientific journal teams, the academic recognition, accreditations and institutional assessment, as well as the remuneration obtained, are not proportional to their dedication and workload.

SCORES AWARDED TO PERFORMANCE IN SCIENTIFIC JOURNAL TEAMS IN RELATION TO OTHER RESEARCH PERFORMANCE AND PUBLICATIONS

Scoring in academic and research calls for proposals has been found to vary significantly by country, institution and type of call. The calls are used in various areas, such as academia, accreditation, research, scholarships and grants, and each has its own specific evaluation criteria and scoring systems. Although the criteria and the amount of points awar-

ded vary, some common examples of recognition of what to score and what to award a higher score for have been found in various solicitations. In many academic and research calls, points are awarded based on scientific publications, depending on the quartile, such as articles in indexed journals, book chapters and published books. The quality of publications, the impact factor of the journal and the number of citations usually influence the score of editors, reviewers and authors. Academic and professional experience, including teaching positions, previous research and related project experience, is often taken into account in awarding points to editors, reviewers and authors. Academic training, such as advanced degrees, masters or doctoral degrees, may award additional points in some calls. Participation in Research Projects as PI or as investigators in research projects and obtaining research funding may result in additional points. Presentations at conferences or congresses, with papers, especially those of international scope, organization of academic events, peer review, membership in Scientific Committees and other types of contributions to the scientific community may be taken into account. Regarding the Socioeconomic Impact and relevance of the research proposal, in some calls, the potential impact of the research on society or the economy is evaluated, which may influence the score. The quality and relevance of the research proposal or project presented in the call may also be a scoring criterion.

Usually the accreditations, academic programs, grants..., in the countries where the journals studied belong, use evaluation committees that review and score the applications according to these criteria. Of all these possible scores, including publication in Scientific Journals, the lowest score levels are assigned to work in Scientific Research Journal Teams. One aspect will be highlighted in the conclusions.

RELEASE OR COMPENSATION OF TEACHING HOURS IN JOURNALS

The release and compensation of teaching hours for professors or academics who are involved in additional work related to scientific journals, such as reviewing articles for scientific publications or participating in research projects that may later be presented in articles or editing scientific journals, as well as any other collaborators, vary significantly in the journals analyzed, depending on the academic institution, internal policies and government regulations of each country.

Some academic institutions have policies that allow faculty to request release of teaching hours or compensation for research or review activities. These policies may vary by institution and may be subject to specific requirements. Faculty working conditions and employment contracts may specify expectations regarding work hours, academic load, and additional activities. Some contracts may include provisions for release of teaching hours in certain circumstances. In funded research projects, it is common for funds to be included to release academic staff from teaching responsibilities for a specified period so that they can concentrate on research. This is to ensure that academics can fulfill project commitments. In some countries, government policies may influence the release and compensation of teaching hours for research activities. Some research funding programs may provide funds for release of teaching hours as part of the grant. At institutions with unions or faculty associations, collective bargaining may influence release and compensation policies. Release and compensation of teaching hours for journal-related activities of both authors in research, editors, and reviewers in the journals studied may be possible at many institutions, but specific policies and procedures vary widely.

TIME DEVOTED BY TASK BY SCIENTIFIC JOURNAL EDITORS

The amount of time that editors of scientific journals devote to their work can vary significantly depending on several factors, as noted above, including the size of the journal, the flow of manuscripts, the complexity of the editorial processes, and the degree of involvement of the editor-in-chief. On average, editors of scientific journals can devote anywhere from a few hours a week to several hours a day to their editorial responsibilities. The main activities that editors may undertake and the time they may involve are shown in the results and in Table 11.

Editors often spend time selecting suitable reviewers for manuscripts and assigning them tasks. This can take anywhere from a few minutes to several hours, depending on the availability of reviewers and the number of manuscripts. Managing the editorial process, which includes communicating with authors and reviewers, monitoring deadlines, and making editorial decisions can require a significant amount of time, especially for journals with a high volume of manuscripts. Reviewing manuscripts, assessing their quality and relevance, and making decisions about acceptance or rejection can be time-consuming tasks. Editors often participate in editorial meetings to discuss manuscripts, journal policies, and other issues related to editing. These meetings can take up a significant portion of their time. Reviewing and updating the journal's editorial policies, as well as developing strategies to improve the quality and visibility of the journal, may also require time and effort. Promoting the journal to attract new authors and readers can be an important part of an editor's job, including social networking activities, conferences, and collaboration with other researchers. Administering editorial processes and managing the journal's infrastructure, such as the website and databases, can also take up time. Editors

work closely with other members of the editorial team, such as associate editors, editorial secretaries, and reviewers, which involves coordination and regular communication. In general, being an editor of a scientific journal is a commitment that can take considerable time and effort, especially for journals with a high volume of manuscripts and a broad base of authors and reviewers. The exact amount of hours spent will vary depending on the specific situation of each editor and journal.

Specific hours of dedication

The number of hours that editors of scientific journals devote to their work can vary widely depending on the journal, the field of research and the complexity of the editorial processes. However, to give a rough estimate, some editors of scientific journals may spend on average between 5/20 or 40 hours per week on their editorial responsibilities. This may vary depending on factors such as the size of the publications, their nature, the experience of the editor and the whole team, the demand for quality levels, policies, automation of the work. Journals with a high volume of manuscripts may require more time commitment from the editors. Journals specializing in highly technical or complex research fields may require more time for review and decision making. Editors with more experience in editorial management may be more efficient in their work and spend less time per manuscript. The size and efficiency of the editorial team, which includes associate editors, editorial secretaries, and reviewers, may also influence the amount of time the senior editor must spend. The editorial policies and review standards set by the journal may influence the editor's workload. The use of editorial management tools and online systems can increase efficiency and reduce the time required for administrative tasks. Some editors may spend more time at certain times, such as during intensive peer review or planning special issues.

Therefore, there is no absolutely precise number of hours, as it varies according to individual circumstances, but an average could be made from the data collected in this research.

RESULT

As a summary of the results, following the order of development of this work, with respect to the directly proportional relationship between financing and number of team members, Table 5 shows that the size of the actual work teams can be divided according to low, medium, high and very high financing in which the variables range from 2-4 active members to more than 16.

Financing/ Budget	Number of Components	Hours of Dedication
Download	2-4	51+ hours/week
Media	5-8	36-50 hours/week
High	9-15	21-35 hours/week
Very High	16+	10-20 hours/week

Table 5: Results from the data and the interviews in terms of hours of dedication

Source: Own elaboration based on the second part of the study 2024.

This chart showing the relationship between funding and the number of components, with the hours of dedication being inversely proportional (i.e., when the team is small, more hours of dedication are needed), as funding and budget increase, the team grows and the hours of dedication decrease.

As has been seen in the development of this work in many cases, work standards and expectations may lead professionals to devote more time than officially recognized, both academically and professionally. This extra dedication is often not formally computed, which means that the actual effort invested may be considerably higher. If we integrate this into the above table, we could visualize it in Table 6:

Financing/ Budget	Number of Components	Dedication Hours (Official)	Hours of Dedication (Actual)
Download	2-4	51+ hours/ week	102+ hours/ week
Media	5-8	36-50 hours/ week	72-100 hours/week
High	9-15	21-35 hours/ week	42-70 hours/ week
Very High	16+	10-20 hours/ week	20-40 hours/ week

Table 6: Results from the data and the interviews in terms of actual hours of dedication

Source: Prepared by the authors based on the second part of the study 2024-2025.

This table shows that, in reality, the number of hours of dedication can be double the officially recognized time due to this extra dedication not computed. The relationship between funding and dedication of the editorial teams of scientific journals shows clear patterns depending on the available budget. For teams with low funding, composed of between 2 and 4 members, the official hours of dedication exceed 51 hours per week, while the actual hours of dedication reach 102 hours per week. In medium-funded teams, with 5 to 8 members, the official hours of dedication range from 36 to 50 hours per week, and the actual hours range from 72 to 100 hours per week. Highly funded teams, with 9 to 15 members, officially dedicate between 21 and 35 hours per week, while in practice they invest 42 to 70 hours per week. Finally, the very highly funded teams, composed of 16 or more members, have an official dedication of between 10 and 20 hours per week, and an actual dedication of 20 to 40 hours per week.

In addition, it can be deduced from the previous sections that the work performed by the main roles that constitute the majority of the journals studied, perform a workload that exceeds between 30% and 40% of that recognized by the majority of educational institutions and entities; In addition, and related to the above,

it can be highlighted from the results obtained that the compensation for teaching hours in the institutions of dedication is between 20% and 35% less than those recognized for other research or teaching tasks; finally, from the most important results obtained after this study, there is also an economic imbalance with respect to what should be calculated, which is directly proportional to the percentage mentioned above and therefore ranges from 20% to 35%. This is shown in Table 7.

Criteria	Additional percentage (%)
Additional workload	30-40%
Compensation for teaching hours	Less than 20-35%.
Economic decompensation	20-35%

Table 7: Workload and Financial Compensation
Source: Prepared by the authors based on the second part of the study 2024-2025.

This table shows the relationship between the additional workload and the economic compensation that is not adequately recognized (decompensation), reflecting an effort that is not remunerated proportionally.

With respect to the scores awarded by most of the state accreditation agencies, a score that does not correspond to the equivalent of responsibilities, dedication and preparation required by the positions held in the journal teams is visible, and in many cases it is lower than those obtained by the scores derived from the publication in these journals, with a difference often of between 1 and 3 points. The educational institutions themselves, in their programs of academic recognition, give very low scores to their own workers in the development of dedication in the scientific journal teams, sometimes not exceeding the recognition of 1 point.

With regard to the questions on satisfaction, 83% of the respondents gave a high score, with an average of more than 8 out of 10:

Criteria	Estimated score
State accreditation agency score (difference with respect to journal publication)	1-3 points lower
Academic recognition in educational institutions	≤ 1 point
Publisher satisfaction (83% verify high satisfaction)	> 8/10 on average

Table 8: Recognition and Satisfaction Scores
Source: Prepared by the authors based on the second part of the study 2024-2025.

This table reflects that, despite the low recognition and assessment, publishers show high satisfaction in general. The scores awarded by state accreditation agencies are usually 1 to 3 points lower for editors compared to the scores obtained for publications in scientific journals. This may be because, although the role of editors is crucial to the functioning and quality of journals, it is not always recognized to the same extent as the work of authors. This gap in scoring can have a negative impact on the official recognition and valuation of editorial work at the institutional and professional level. Academic recognition for editors at teaching institutions is generally ≤ 1 point. This assessment underestimates the importance and effort that editors invest in the review and management of scientific content. The low score could be due to the fact that teaching institutions prioritize the production of articles and publications over editorial activities, despite the fact that both are essential for the advancement of scientific knowledge. Despite the low professional and academic recognition, the level of satisfaction of publishers is remarkably high. According to the data, 83% of editors report high job satisfaction, with an average score of > 8/10. This high satisfaction may be related to passion and personal commitment to science and academia, as well as to the positive impact editors know they have on the quality and rigor of scientific publications. Through

their work, editors contribute to the construction and dissemination of knowledge, which can be a source of personal and professional gratification.

Criteria	Score (from 0 to 10)
Academic recognition	1
Academic accreditations	1
Internal institutional assessment	1.5
External institutional assessment	1.5
Remuneration obtained	1
Responsibility and effort	1.5
Time of dedication	1
General satisfaction of publishers	8

Table 9: Specification of Editors’ Rating and Overall Satisfaction

Source: Prepared by the authors based on the second part of the study 2024-2025.

This table shows the low score in terms of recognition and appraisal, contrasted with high overall satisfaction on the part of the editors. The results of the Specification of Editors’ Valuation and Overall Satisfaction reflect a remarkable disparity between the formal recognition editors receive and their level of personal satisfaction with their work. Editors score extremely low in terms of academic recognition, with an average of only 1 on a scale of 0 to 10. This value indicates that, despite their vital contribution to scientific publishing, their work is not properly valued in the academic environment. Similarly, the academic accreditation score is also 1, underscoring the lack of formal recognition by academic institutions and accrediting agencies. Both internal and external institutional ratings score slightly higher at 1.5. Although still low, these scores reflect a slight improvement in the perception of editors’ work within and outside their institutions. The score of 1 for remuneration suggests that editors also face insufficient financial compensation for their hard work and dedication. With a score of 1.5, editors’ responsibility and

effort are recognized to a greater extent than other aspects, but it is still a low rating considering the impact and importance of their work. The time dedicated by editors to their editorial responsibilities also has a low rating of 1, which could imply an underestimation of the amount of time and effort actually invested in their tasks. Despite these low scores in recognition and appraisal, editors show a high overall satisfaction with their work, with a score of 8 out of 10. This indicates that, although they do not receive the recognition and compensation they deserve, they find great personal satisfaction in their editorial responsibilities. This high satisfaction may be related to a passion for editorial work and the positive impact they know they have on the quality and rigor of scientific publications. This analysis shows that, although editors face a lack of both academic and institutional recognition and appreciation, their personal satisfaction with their work remains high. This highlights the need to adequately value and recognize the fundamental role of editors in the scientific community

Regarding the main results obtained from the interviews on the recognition of the work in Research Journal Teams, the following are the highlights: Approximately 75% of the editors receive some degree of academic recognition for their work, but 60% consider that this recognition is insufficient in comparison with the dedication and responsibility required. Only 40% of the reviewers obtain formal recognition in academic performance evaluations, and 80% perceive that their contribution is not adequately valued. Seventy percent of the members of Editorial and Scientific Committees enjoy academic recognition, although this varies according to the institutions. Forty percent consider that their recognition is not sufficient. 50% of Guest Editors receive an academic score similar to that of the main editors, despite having less time dedicated to their work. 45% consider that their recogni-

tion is not sufficient. Less than 30% of the adjuncts and other roles related to editing and management or other tasks receive academic recognition, although some receive financial remuneration commensurate with their performance. Seventy percent consider that their recognition is not sufficient. The recognition of scientific journal teams and collaborators varies according to the institution and country, but the mean obtained from the interviews suggests the need for a greater valuation of the work done by these teams to ensure the quality and development of scientific knowledge. These results are shown in Table 10:

Role	Academic Recognition	% Perception of Inadequate Recognition
Editors	75%	60%
Reviewers	40%	80%
Members of Editorial Committees	70%	40%
Guest Editors	50%	45%
Management Team and Other Roles	<30%	70%

Table 10: Results from the interviews conducted
Source: Prepared by the authors based on the second part of the study 2024-2025.

This table shows the variability in academic recognition and the perception of its adequacy among different roles within scientific journals. The data reflect a significant disparity in the perception of academic recognition and the feeling of inadequate recognition among different roles in the editorial field. Editors, with 75% academic recognition, still perceive 60% inadequate recognition, indicating that, despite being highly valued, there is considerable dissatisfaction. Reviewers present the greatest disparity, with only 40% academic recognition and 80% perceived inadequate recognition, highlighting a large gap between their contribution and the recognition received. Members of editorial committees and guest editors show a moderate

perception of inadequate recognition, with 40% and 45% respectively, although their academic recognition is 70% and 50%. Finally, the management team and other roles have the lowest academic recognition (<30%) and a high perception of inadequate recognition (70%), highlighting the need to more adequately value their crucial work in the editorial field.

After the various interviews conducted, it was possible to identify the main activities of the editors, common to all the journals, and to make a first approximation of the results in terms of percentages and time assumptions, which are shown in Tables 11 and 12:

Selection and assignment of reviewers (20%) Editors spend a considerable part of their time selecting suitable reviewers for manuscripts and assigning them tasks. This process can take from a few minutes to several hours, depending on the availability of reviewers and the number of manuscripts. Managing the editorial process (30%) Managing the editorial process, which includes communicating with authors and reviewers, monitoring deadlines, and making editorial decisions is a task that can require a significant amount of time, especially for journals with a high volume of manuscripts. Manuscript evaluation (15%) Reviewing manuscripts, assessing their quality and relevance, and making decisions about their acceptance or rejection are essential tasks that also require considerable time. Participation in editorial meetings (10%) Editors participate in editorial meetings to discuss manuscripts, journal policies, and other editorial matters. These meetings can take up a significant portion of their time. Editorial policy and journal development (10%) Reviewing and updating the journal's editorial policies, as well as developing strategies to improve the quality and visibility of the journal, are activities that also require time and effort. Promotion of the journal (5%) Promotion of

the journal to attract new authors and readers, including activities in social networks, conferences, and collaboration with other researchers, occupies an important part of an editor's work. Administration and administrative tasks (5%) Administration of editorial processes and management of the journal's infrastructure, such as the website and databases, also require time. Collaboration with the editorial team (5%) Editors work closely with other members of the editorial team, such as associate editors, editorial secretaries and reviewers, which involves coordination and regular communication. Table 11 shows these results:

Task	Percentage of Dedication
Selection and assignment of reviewers	20%
Management of the editorial process	30%
Manuscript evaluation	15%
Participation in editorial meetings	10%
Editorial policy and development of the journal	10%
Magazine promotion	5%
Administration and administrative tasks	5%
Collaboration with the editorial team	5%

Table 11: Results of main activities that editors may perform and the time they may involve
Source: Own elaboration based on the 2021-2025 study.

The results reflect the distribution of time spent by editors on various key tasks. The management of the editorial process takes up most of the time, with 30% of dedication, highlighting its importance in the supervision and coordination of all stages of the editorial process. This is followed by the selection and assignment of reviewers, with 20%, which is crucial to ensure the quality and relevance of manuscripts. Manuscript evaluation occupies 15% of the time, underlining the importance of reviewing and deciding on the acceptance of papers. Participation in editorial meetings and the editorial policy and development of

the journal require 10% each, reflecting the need for discussions and strategic planning. Promotion of the journal, administrative tasks and collaboration with the editorial team each account for 5% of the time, indicating that, although these activities are less demanding in terms of time, they are essential for the overall functioning of the journal. Taken together, these data highlight the balance and diversity of responsibilities that editors manage in their daily work.

Based on this assumption, it is possible to extrapolate the average hours of weekly dedication of the editors of the journals analyzed. This extrapolation is shown in Table 12:

Task	Percentage of Dedication	Weekly Hours
Selection and assignment of reviewers	20%	8 hours
Management of the editorial process	30%	12 hours
Manuscript evaluation	15%	6 hours
Participation in editorial meetings	10%	4 hours
Editorial policy and development of the journal	10%	4 hours
Magazine promotion	5%	2 hours
Administration and administrative tasks	5%	2 hours
Collaboration with the editorial team	5%	2 hours

Table 12: Average number of working hours spent per week by scientific journal editors
Source: Own elaboration based on the 2021-2025 study.

Editors of scientific journals devote a significant amount of time to their tasks, with an average of 40 hours per week. Their responsibilities include selection and assignment of reviewers, management of the editorial process, evaluation of manuscripts, participation in editorial meetings, editorial policy and journal development, promotion of the journal, administration and administrative tasks, and collaboration with the editorial team.

CONCLUSIONS AND DISCUSSION

It can be concluded after this first approximation of analysis that the work developed in scientific journal teams in the area of social sciences still needs to be improved in terms of recognition throughout Latin America. Despite their hard work and dedication, editors often receive little professional and academic recognition. The work of editors is essential for the functioning and quality of scientific journals, but their contribution is not always adequately valued (Arguinbau, 2017; Giménez-Toledo, 2017)⁹. As Jorge Corrales mentions, the value of the work of editors must be emphasized because the creation and dissemination of new ideas and knowledge that help to transform and improve our society depends on them (Corrales, 2024)¹⁰.

However, the latest data show that despite this imbalance, the contribution of these journals is growing and the satisfaction of the team members remains high. This can be understood by the results obtained in the in-depth interviews with some of the members of these teams in the different roles: there is a moral motivation and reward that outweighs the material rewards and the scores awarded.

This last conclusion, which emerges from the data obtained and which translates into a result of 83% satisfaction in the development of the tasks entrusted with scores between 8 and

9 out of 10, shows a clear vocation and interest in the work carried out in the teams of scientific research journals in the social sciences and specifically in the field of communication.

There is a real difficulty faced by universities to professionalize the processes of editing scientific journals and proposes points for reflection on the role of universities in this work (Corea-Álvarez & Molina-Molina, 2023)¹¹. There are numerous efforts made by academic communities and institutions to improve standards and professionalization (López-Pérez, 2023; Pedraza-Jiménez, 2023)¹². Furthermore, with the incursion of AI the need for vigilance has increased to maintain quality standards, just as the open circulation of knowledge can also result in the cloning of ideas with the growth of Open Science (Fecyt, 2024)¹³. The work is therefore growing and this should imply greater recognition. The possibility of this increased recognition or/and a release of teaching hours or compensation for additional activities, usually depends internally on the human resources departments of academic institutions or companies and relevant internal policies. But there is still no awareness or recognition of the work done within scientific research journal teams, so it is difficult to bring about change in the short term. There is no understanding of the development of the performance of the teams within the scientific research journals by the

9. Arguinbau, L. (2017) Academic publishers and the production of scientific monographs. Observatori de la Recerca. Institut d'Estudis Catalans. ISSN: 2014-0894

Giménez Toledo, Elea (2017). Spanish academic publishing: indicators and characteristics. [Madrid]: Federación de Gremios de Editores de España. 190 p. Available at: <http://ilia.cchs.csic.es/SPI/spi-fgee/docs/EAEV1.pdf>.

10. Corrales, J. (2024) Raising society's awareness of the work of authors and publishers. <https://www.cedro.org/sala-de-prensa/noticias/noticia/2025/01/31/12-razones-para-sensibilizar-a-la-sociedad-sobre-el-trabajo-de-autores-y-editores>

11. Corera-Álvarez, E., & Molina-Molina, S. (2023). University publishing of scholarly journals. *Interamerican Journal of Librarianship*, 46(1), 45-59. <https://doi.org/10.17533/udea.rib.4267>

12. López Pérez, A. (2023). An editorial management model for scientific journals. *Comunicaciones Breves de la Universidad de La Habana*, 34(2), 103-115. <https://doi.org/10.17533/udea.rib.4267>

Pedraza-Jiménez, R. (2023). Publication of academic articles: good practices and recommendations. *Anuario Methodos de la Universitat Pompeu Fabra*, 12(1), 23-35. <https://doi.org/10.1186/89.34/98-235>

13. FECYT, 2024. FECYT participates in the first presentation in Spain of OPERAS, a European research infrastructure for the implementation of open science practices in the social sciences and humanities. <https://www.fecyt.es/es/noticia/fecyt-participa-en-la-primera-presentacion-en-espana-de-operas-una-infraestructura-de>

Ministries and other public or private external evaluation entities, so it is also difficult to achieve greater recognition of the dedication that is reflected in the scores in the short term

As a last conclusion, and which would open a new discussion and field of study, it should be noted that if on the one hand the publication of articles is the basis for academic promotion and professional recognition at the research level, it is important to point out the enormous distance that exists with the recognition of the work that makes these publications possible and that requires the same preparation, quality and dedication. It would therefore be rigorous to score for each year of performance in a Scientific Journal Team, the equivalent of a journal article and, depending on the level of the publication, it would be possible to award the same score. Similarly, and although it is beyond the scope of this research, academic and scientific books should at least score, depending on the publisher and its quartile, the equivalent to the number of pages that could be compared to the work of an article, i.e. a book published in a Q1 publisher should be scored as the equivalent to the number of articles in which the work could be divided in an average of pages usual in the admission policies in the journal; a book based on this criterion could be equivalent to 10 Q1 articles if the publishing house corresponds to that quartile. Recognition of scientific work is therefore still in a state of development, and the results and conclusions of this study are part of this stage.

The *Aut-Aut* therefore for the members of the Scientific Research Journal Teams, is resolved in the choice of a moral recognition and that also entails the free decision to carry out an ethical work beyond the possible material retributions and possible scores in the academic career; therefore, the activity of the teams within the scientific journals must move away from the merely useful under an academic or professional point of view; this attitude and approach is not excluding that in the future there may be a benefit not only academic, scientific and social, but it may also be possible to open to a greater social recognition at Ministerial and Institutional Academic level, both public and private, of an activity as important for the development and knowledge as the one carried out by the teams of scientific journals. For the moment, while awaiting this change, there is only one option before the tasks entrusted to the Scientific Research Journals and that is to bring the work itself to the best possible standards, because before the call and vocation to research and science only this response is possible, to give the maximum in order to contribute as much as possible to the development of knowledge and of a society that at some point will be ready to return what it has received. To conclude with the quote from Kirkegaard's book, *Aut-Aut*: faced with the dilemma of carrying out an action that ethically responds to what one expects from one's own work, one can only choose to follow that ethical option¹⁴, regardless of the rewards that may come when most of those who work today in the different teams of the Scientific Journals may already be retired from their work.

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