

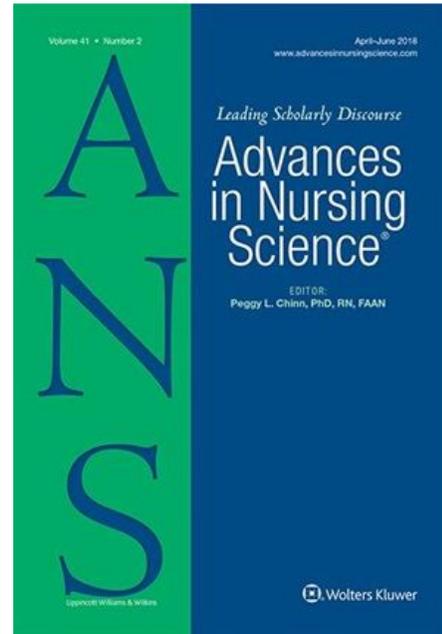
Advances in Nursing Science Peer Reviewer Mentoring Plan

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In the interest of promoting the entry of new peer reviewers for scholarly publication in nursing, and to more fully enact our dedication to diversity and inclusion in the publishing process, the following plan has been established by the ANS Advisory Board. It should be noted that not all new peer reviewers will be required to participate in this mentoring plan. Rather, this plan is outlined as a process to encourage and support early-career scholars who will play a critical role in the future development of scholarly literature in nursing.

This plan does not take the place of other kinds of learning activities designed to introduce graduate students to the peer review process. This plan moves beyond a teaching and learning activity to a planned approach designed to usher early-career scholars into the community of peer reviewers. An example of a teaching-learning activity is to engage doctoral students who are not yet close to completion of the dissertation or final project in co-reviewing a manuscript.

This mentoring program is also designed as a reminder for experienced peer reviewers to assist in developing peer review skills for their early-career colleagues. In addition this plan might prompt some early-career scholars to consider developing these skills as a vital dimension of their contributions to the discipline.



Rationale

Participating as a peer reviewer for scholarly publications is not merely a volunteer service -- it is crucial to assure the credibility of published scholarship in any discipline. The main reason that this function must be voluntary is to avoid any possible appearance of conflict of interest, or vested interests influencing or controlling what appears in the literature of the discipline. However, subtle bias can creep in to the peer review process, especially when reviewers tend to hold dominant points of view that might exclude less well known or accepted perspectives in the nursing literature. So through this mentoring program, we hope to engage early-career scholars who have demonstrated excellence in scholarship while at the same time bringing to their

work diverse perspectives that will be increasingly vital to the future of nursing.

Details of the plan

In nutshell, the mentoring plan is initiated by a current reviewer who receives a request for a review, notifying the editor of their intention to mentor an early-career colleague to review manuscript. The early-career colleague will then be invited to review the manuscript and will complete the review in consultation with the peer review mentor. The mentor will remain as a reviewer on the manuscript, but the request will be withdrawn once the mentee successfully submits the review of the article.

The steps of this process are proposed as follows:

- Current ANS reviewers who are interested in mentoring early-career colleagues in the peer review process might approach any number of colleagues to let them know that this opportunity is on the horizon. The reviewer can provide information to the early-career colleague of the following resources in preparing for this role:
 - Nurse Author & Editor “Resources for Reviewers” here: <http://naepub.com/for-reviewers/>
 - Basic (free of charge) Peer Review Training Course by Wolters Kluwer and Editage - <https://wkauthorservices.editage.com/peer-reviewer-training-course/>
 - “[How to be a Good Peer Reviewer](#)” by Jasmine Wallace.
- Early-career scholars who want to participate in this program but who cannot locate a mentor - contact the Editor at peggy.chinn@uconn.edu, and we will locate a potential mentor for this program.
- Mentor/mentee partners can start working together at any time to review the resources for peer review and explore the ANS systems.
- Upon receiving a request to review an ANS submission, the current reviewer (mentor) accepts the request and notifies the editor that this review is to be part of the mentoring program.
- The request for the review is then also sent to the mentee, and upon accepting the request, begins working with the mentor to complete the review in the time frame requested.
- When the mentee has rated the submission and the comments for the author are drafted, the mentor will review the comments, suggest any changes, and give the mentee a “green light” to submit the review. The mentor will confirm with the Editor that the review has been complete by the mentee, and will provide a recommendation related to next steps, which might be
 - Appoint the mentee to the Review panel
 - Assign another manuscript to be completed as a mentee to strengthen the mentee’s skills
 - Engage in additional orientation activities to address any issues that surfaced during the mentoring experience, and to

- support the mentee's goal to become a peer reviewer.
- When the mentee review is submitted, the Editor will withdraw the mentor as a reviewer for the submission.
 - Upon completion of the process, the mentee and the Editor will discuss the process and affirm the mentee's willingness to continue as an ANS reviewer, or the possibility of providing this service to any other nursing journal.
 - An evaluation questionnaire will be provided for both the mentor and the mentee to provide feedback. The feedback will be reviewed at the annual ANS Advisory Board meeting to refine the process and decide the future direction of the program.

Mentee Criteria

To qualify as a mentee for this program, you need to meet the following criteria:

- Completion of an earned doctoral degree, or in your candidacy anticipating final completion of the

- degree within the next 6 to 12 months;
- At least one original published work as primary author that contributes to the development and application of nursing knowledge;
- Expressed commitment to continued research, theory development, and other activities contributing to the development and application of nursing knowledge;
- Willingness to complete reviews within approximately 3 weeks of being invited;
- Ability and willingness to use the [ANS Editorial Manager Peer Review Website](#);
- Willingness to fulfill the responsibilities of the editorial review panel on a volunteer basis. (adapted from [policies for serving on the ANS peer review panel](#))