



All I Really Need to Know I Learned as an Editorial Assistant

From EA to CEO—professional development in
scholarly publishing

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Let's talk about...

- Career path and the myth of the perfect job
- When is it time to go?
- Skills and strategies for being indispensable to your organization
- Workplace diversity and the future of scholarly publishing

The dream

- Trade books
- Editorial
- Well-paying
- In Boston
- I love my job.



Blackwell
Publishing

The reality

- Academic journals
- “Editorial”
- You can eat
- In Malden...
- **I love my job.**

Treat your job description as a starting point, not a finish line.

Look for every opportunity to expand your role according to your interests and the organization's needs.

Should I stay or should I go now?
Should I stay or should I go now?
If I go there will be trouble
And if I stay it will be double
So come on and let me know

– The Clash (1982)

A “simple” checklist

- Are you still learning?
- Are there opportunities for advancement that interest you?
- Do you have a mentor or advocate?
- Are you being paid equitably?
- How do you feel on Sunday nights?

Don't worry about having a linear career—worry about being in a position where you are engaged, excited, and challenged.

Google

perfect employee



perfect employee

Remove

perfect employee quotes

perfect employee qualities

perfect employee skills

About 5,000 results (0.15 seconds)

15 Traits Of The Ideal Employee - Forbes

www.forbes.com/sites/forbes/2013/04/15-traits-of-the-ideal-employee/

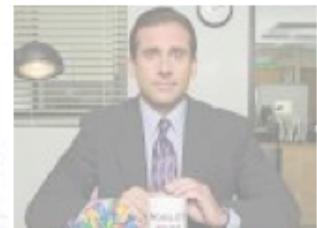
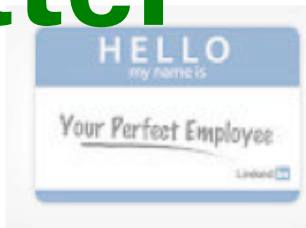
Apr 2013 - Regardless of industry, pay, age or sex, all ideal employees share some common traits.

These [...] ... Why Are Good Managers Hard To Find?

There are no perfect employees – only people that try every day to be better

Images for perfect employee

Report images



- Speak up and **ask questions** that make ideas better.
- Cultivate a **reputation as a collaborator**.
- Don't just identify problems, **offer solutions**.
- You don't need an MBA, but you **MUST know the financial basics**—in any department.

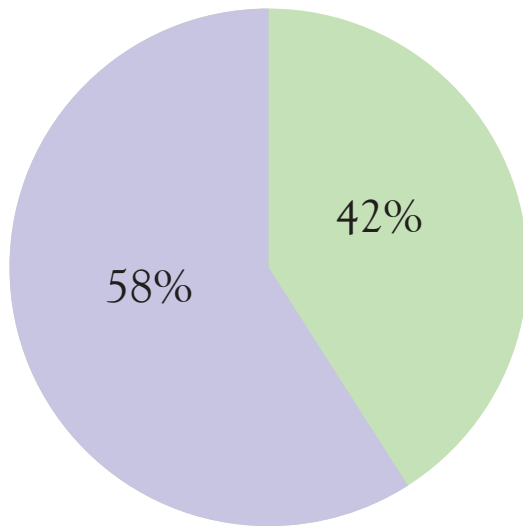
The absence of mistakes
does not make you a good
employee.

Challenging yourself and
always improving makes you
a great one.

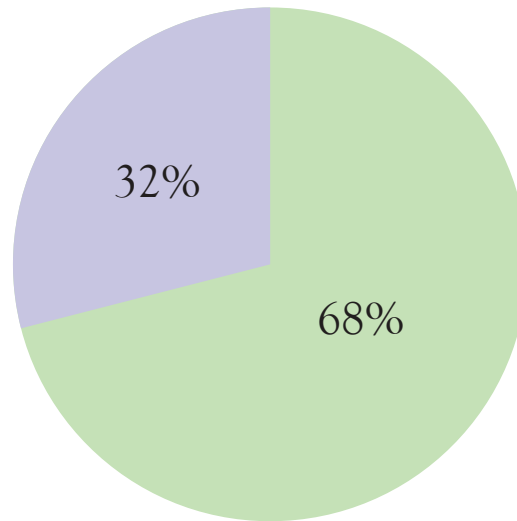
Gender distribution in scholarly publishing

(Kane/Meadows, *Learned Publishing* 2016)

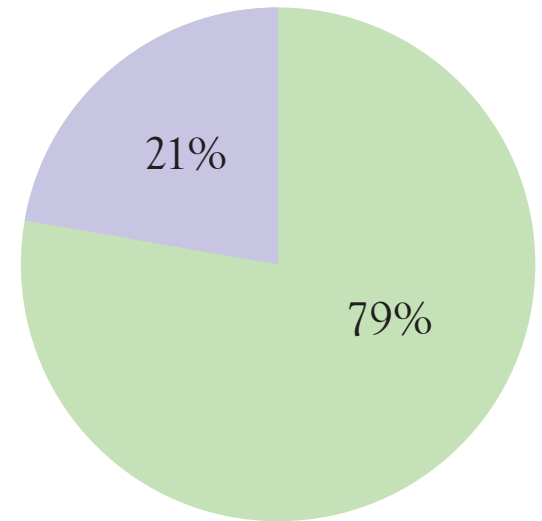
Industry Total



CEOs



Board Chairs




- Don't be afraid to **advocate for yourself**.
- **"Own revenue"** – create a business case for your promotion
- Make a habit of applying for jobs **outside of your comfort zone**
- If you are not being **treated equitably**, it's probably time to go

We all share a responsibility
for encouraging a diverse,
inclusive, and thriving
industry.

The future of scholarly publishing is being written every single day – what part will you play?

Thank you!

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