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# Making a Remote Workforce Work

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# Introduction to ACS Publications

- American Chemical Society (ACS) is the world's largest scientific society
    - Chartered by Congress in 1876
    - Provides educational, science policy, and career programs in chemistry
  - ACS Publications cover the breadth of chemistry
    - 53 journals
    - Symposia-based books
  - ACS Publications has a global footprint
  - *JACS*, the flagship journal, publishes 51 issues and approximately 2,500 articles per year
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# Journals Publishing Group Operations

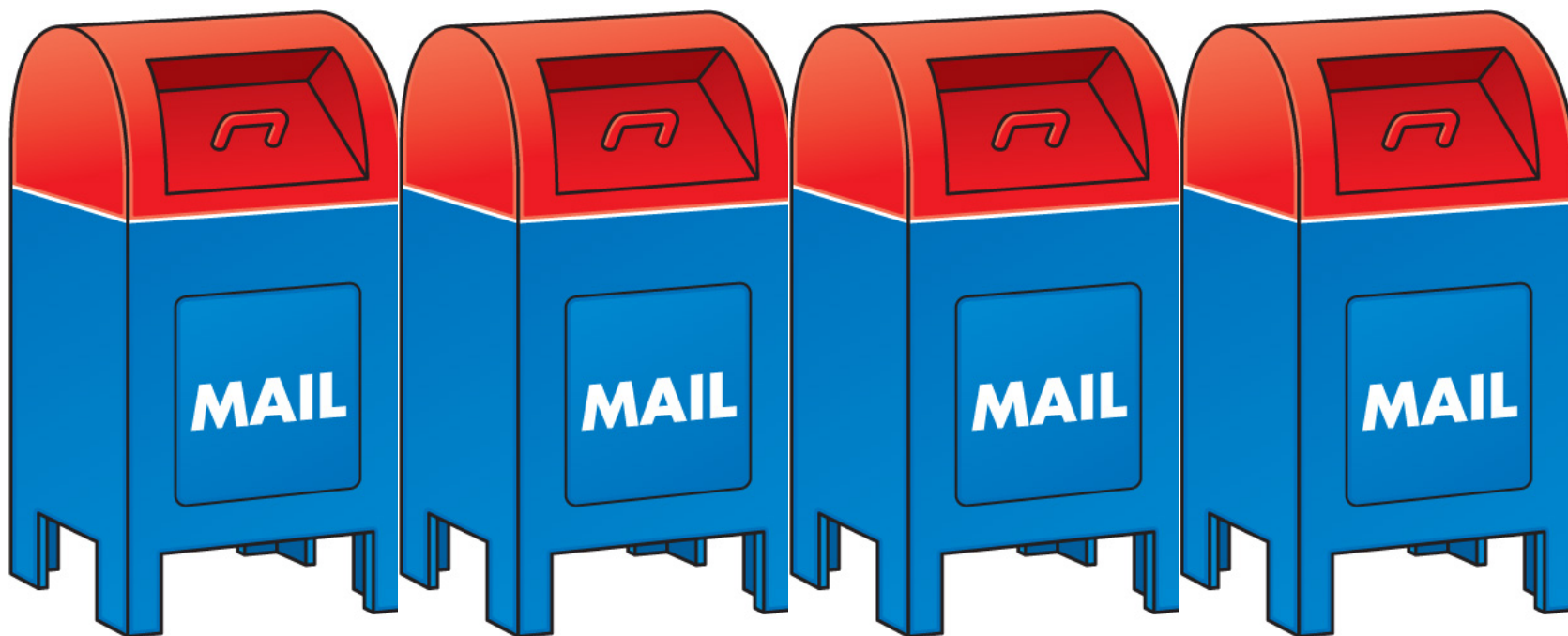
- Headquartered in Washington, DC and Columbus, OH
- Global offices in China, India, UK
- Global representation: time zones, languages
  - Remote staff (25-30%)
  - Remote editorial support
  - Cloud Admin support



- Majority of ACS journals utilize Managed Support, either in full or in part
- Continuing to add new editors and transition existing editors each year

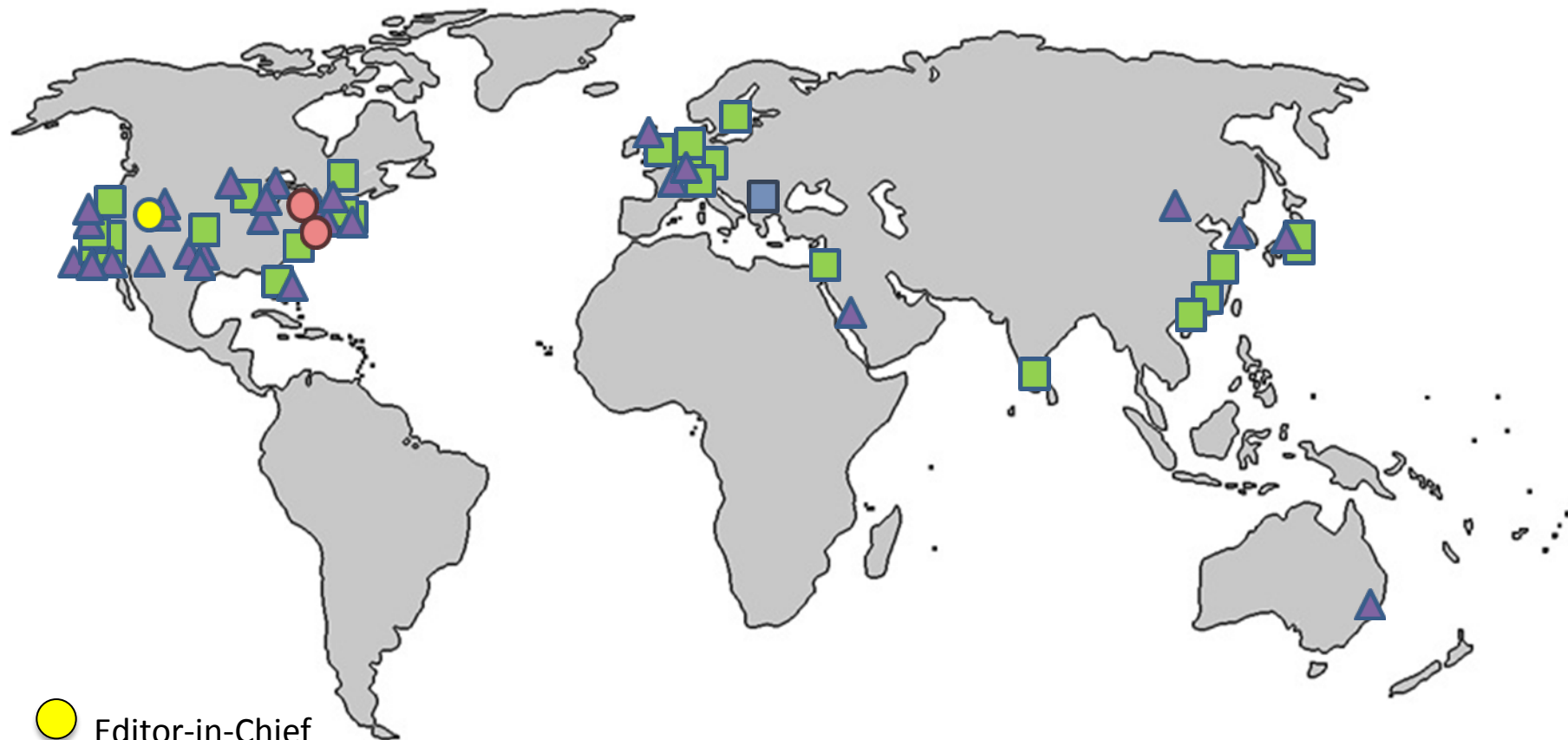
# *Journal of the American Chemical Society* Operations






- Scientific research is becoming increasingly global
- International research collaborations are standard
- ACS Publications aims to represent and support chemists around the world



# *Journal of the American Chemical Society*

## Geographic distribution of editorial team & support



-  Editor-in-Chief
-  Associate Editors, 1-in-4 are based outside the US
-  Editorial Advisory Board, 1-in-2 are based outside the US
-  American Chemical Society
-  Managed Support

## A manuscript's path around the world



# Remote workforce considerations

## Pros

- Effective time zone coverage
- “Local” representation around the globe
- Wider availability of resources
- Environmental benefits

## Cons

- Disconnection from the big picture
  - No “water cooler” moments
  - Communications issues
  - Challenges with team building and team dynamics
-

## Effective working relationships

- Discussions need to be deliberate and planned
  - Check-in as frequently as needed
  - Establish common best practices
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## Staying connected

- Chat tools
- Conferencing tools
- Collaboration tools
- In-person meetings



GoToMeeting



Adobe Connect

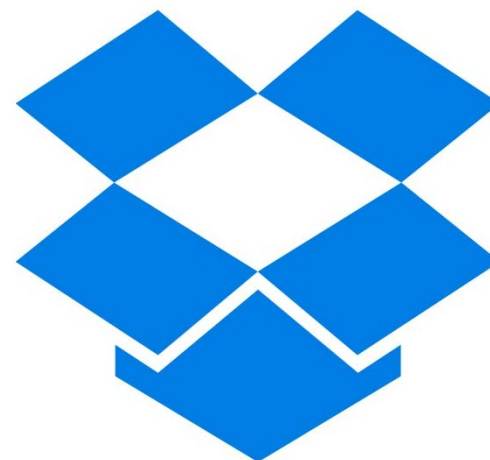


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Google Drive



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