

## Call for Editor of Medical Physics

**Deadline of Application: December 6, 2019**

### Frequently asked questions

#### Can the search committee provide more specific information about the editorial model and compensation?

The call for applications states:

*Selected candidates [who are asked to give a presentation to the search committee] will be asked to address their financial needs, the editorial model that he/she prefers, the proposed editorial leadership team, if applicable, and a convincing demonstration that they have the available time and institutional commitment (if relevant) to assume the Editor's responsibilities.*

#### Editorial model:

Of the past three Editors, Colin Orton and Bill Hendee each followed a model of having a single Editor. Jeff Williamson proposed a model consisting of an Editor-in-chief (or Editor) and two senior (or deputy) editors. The search committee is open to either model, or a new one, and asks that the applicant clearly articulate

1. his or her preferred model,
2. his or her rationale for choosing that model,
3. the strengths of the proposed model and potential benefits to Medical Physics' stakeholders, including the AAPM,
4. a plan for developing and exploiting these strengths and benefits,
5. the weakness of the proposed model and potential risks to Medical Physics' stakeholders, including the AAPM,
6. a plan for mitigating these weaknesses and risks.

#### Compensation:

AAPM and journal leadership recognize the invaluable contributions by the Editor to the success of a flagship scientific journal such as *Medical Physics*. We are committed to compensating the Editor in a manner that recognizes the importance of these contributions to both the field of medical physics and to the AAPM, while also remaining fiscally responsible to the organization as a whole.

Compensation will be determined in part by the model that is agreed upon with the successful applicant.

Compensation for an Editor can vary considerably within academic publishing. For AAPM journals, the compensation is considered a stipend or honorarium and the Editor is considered an independent contractor with respect to employment status by the AAPM. A benefits package is not provided to the Editor by the AAPM.

Some academic journals offer a nominal honorarium (< \$10,000) and others offer a stipend more commensurate to a full time position. Most scientific journals fall somewhere in the middle of that range. For the three past Editors of *Medical Physics*, the average compensation at the end of the Editors' terms (given in 2019 dollars) has been ~ \$85,000. One journal of similar size and level of technical expertise provides an annual compensation to the Editor of about \$70,000, while several others offer a range of \$30,000-40,000.

*To whom is the compensation paid:*

The Editor's compensation can be paid to the Editor or to his or her institution, depending on the agreement between the Editor and his or her employer regarding the use of the Editor's "work time" (paid by his or her employer) to fulfill the requirements of the Editor position (with compensation from the AAPM). While this decision is left to the Editor and his or her employer, the Editor must have an appropriate amount of time to dedicate to the Editor's duties.

*How much time is needed to successfully serve as the Editor of Medical Physics:*

Depending on the adopted model, serving as the Editor of *Medical Physics* may require a considerable amount of dedicated day-time effort, and that would not be something that could be successfully sustained by working "nights and weekends" on top of a full time job.

Another common model makes use of a small number of highly-dedicated deputy editors who are leading experts in their fields. They are selected to cover the needed range of expertise and together handle ~ 95% of the submissions. These deputy editors receive a nominal honorarium in appreciation for their service. The Editor would review the abstract and assign the paper to one of the deputy editors, or decline it directly if of very poor quality. The deputy editors pick reviewers, read reviews, and make recommendations to the Editor, who typically only gets involved when lack of consensus or other problems occur. Since the effort of the Editor is greatly decreased under this model, the compensation would be as well, with the funds applied to honoraria for the deputy directors.

**Additional compensation:**

*Travel:*

The Editor receives complimentary registration (including social events), transportation, reimbursement for two nights' hotel and two days' meals to attend the AAPM Annual Meeting and AAPM meetings during the RSNA Meeting. This reimbursement is set by AP23 -- [Guidelines for Complimentary Rooms and Expenses for AAPM Annual Meeting](#) and AP 38 -- [Guidelines for Complimentary Rooms and Expenses for RSNA Meeting](#).

*Administrative Support:*

AAPM's contract with Wiley provides the Editor with the support of a managing editor at Wiley.

In addition to the operational support from Wiley, AAPM HQ staff will provide the Editor administrative support for scheduling GoToMeetings, preparing and circulating committee and Board minutes or reports, and assisting with journal correspondence that fall outside of the publication process with Wiley. This support does not include scheduling of travel for the Editor and is not for performing duties typical of an administrative assistant.

*Personal fulfillment:*

It is our sincere hope that the next Editor of Medical Physics will find the less tangible rewards of the position equally compelling. These include, but are surely not limited to, knowing that he or she is:

- shaping the future of our discipline,
- contributing to the health of the AAPM and the respect in which it is regarded,
- serving as an ambassador for our field, both across disciplines and continents, and
- devoting his or her time and talents in a manner that will build upon the tremendous legacy of those who have previously served as Editor of Medical Physics, including: G. D. Adams, E. Siegel, E. L. Chaney, F. O'Foghludha, J. S. Laughlin, C. Orton, W. Hendee, and J. F. Williamson.