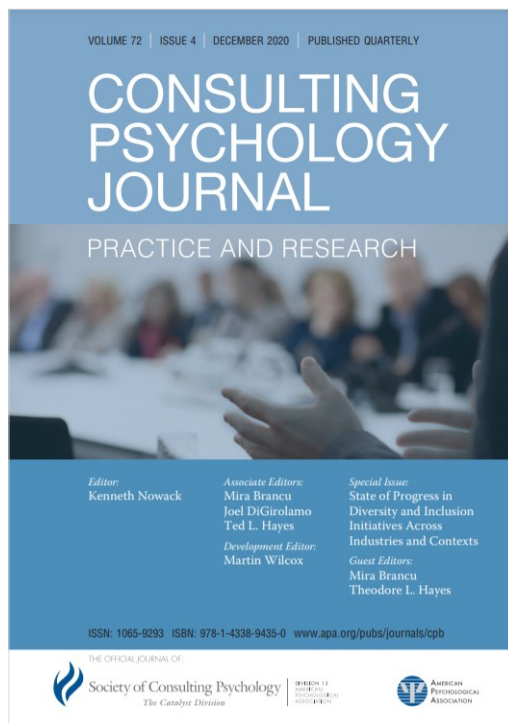




AMERICAN PSYCHOLOGICAL ASSOCIATION

APA Journals Annual Publisher's Report 2020



www.apa.org/pubs/journals

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Journal Usage

CPJ is a benefit of Division 13 membership, and APA members and nonmembers may also purchase print and/or online subscriptions. Most readers access *CPJ* electronically through their institutions' subscriptions to the APA PsycArticles database, which offers access to Online First articles and to the journal's current and back content online.

Institutional Distribution

Table 1 shows the institutional subscriptions to the journal, either in single-journal print format, or via PsycArticles database access.

- ⇒ **Over 4,100 institutions subscribe to PsycArticles:** *CPJ* reaches millions of students, researchers, policymakers, and practitioners through the database
- ⇒ Full-text access is also granted to health professionals in developing regions (over 100 countries, areas, and territories) through the World Health Organization's HINARI program.

APA's institutional library marketing team are focused on ensuring renewal rates and retention of library customers for the PsycArticles package, of which *CPJ* is an integral component.

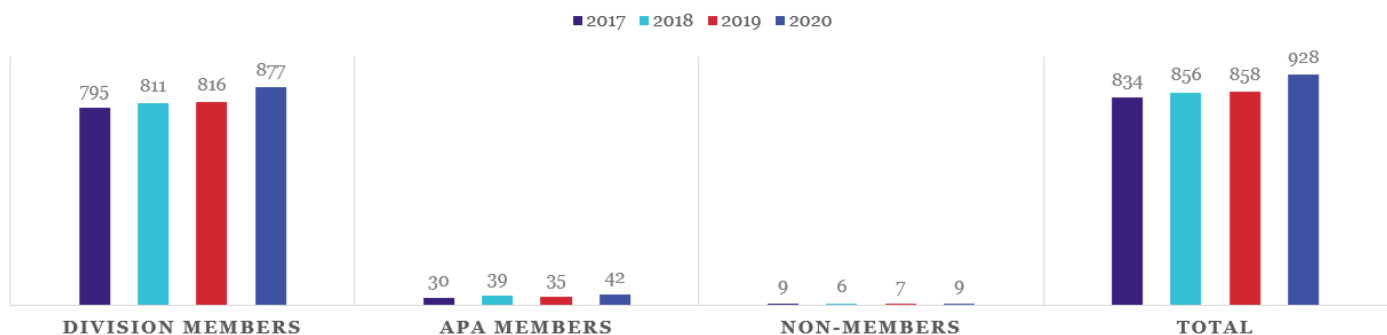
Table 1. Institutional Subscriptions, 2016-2020

Subscription Type	2016	2017	2018	2019	2020
Single Print	9	8	6	6	4
PsycArticles Subscribers	3,734	4,092	4,101	4,133	4,120
Total	3,743	4,100	4,107	4,139	4,124

Individual Distribution

Figure 2 shows individuals who subscribed to the journal through the Division, APA, or on their own. Over 3,000 individuals were also able to access it through PsycNET Gold and Platinum packages.

Figure 1. Individual Subscribers to *CPJ*, 2017-2020



Financial Performance

SCP, other APA member, and non-APA individual subscription revenue increased in 2020. Institutional single print subscription revenue decreased; this is not unexpected due to library budget constraints and the general shift towards online database access. The journal increased its database royalty allocation after another strong year of downloads. As of 2019, the new database royalty allocation takes into account both the number full-text downloads to journal content within a calendar year as well as the amount of content a journal contributes to the database in a 10-year period. The “Other” category of revenue decreased after a bump last year resulting from an Open Access Article Processing Charge (APC).

On the expense side, CPJ's production costs increased slightly in 2020. The journal's acceptances bounced back (31 in 2020 vs. 15 in 2019) resulting in higher copyediting and typesetting costs. The “Other” line item total decreased after the 2020 designer charges for creating a new cover; remaining overhead costs here increased slightly with the higher overall subscriber count and pages published.

In 2021 Division members were presented with the ability to opt in or out of getting a printed copy of the journal mailed to them; we are likely to see some future savings as a result of more members choosing to go E-Only.

Table 2. CPJ Financial Performance, 2018-2020

Source	2018	2019	2020
Revenue			
APA/Society member subscriptions	\$10,161.00	\$10,638.50	\$12,166.00
Nonmember subscriptions	\$940.00	\$1,207.00	\$1,335.00
Institutional subscriptions	\$3,260.00	\$3,307.00	\$2,324.00
Database royalty allocation	\$124,648.69	\$144,390.56	\$155,617.85
Other revenue	\$3,764.81	\$6,980.57	\$3,885.77
Subtotal	\$142,774.50	\$166,523.63	\$175,328.62
Expenses			
Honorarium	\$5,000.00	\$5,000.00	\$5,000.00
Production	\$32,378.29	\$21,242.00	\$23,589.39
Other/Overhead	\$11,300.00	\$11,949.75	\$11,252.00
Subtotal	\$48,678.29	\$38,191.75	\$39,841.39
Net income	\$94,096.21	\$128,331.88	\$135,487.23
Royalty due	\$47,048.11	\$64,165.94	\$67,743.62

Operational Statistics

Editorial Statistics (Table 3)

- ◇ 80 submissions, a 70% increase over 2019
- ◇ Good response to Women in Leadership and Learning Agility Special Issue calls for papers
- ◇ Likely see acceptances increase through 2021 as papers make their way through review
- ◇ With a higher submission rate, the Editorial team can aim to steadily increase rejection rate commensurate with quality (aiming for 50-70%)

Table 3. Editorial Statistics, 2016-2020

	2016	2017	2018	2019	2020
Submissions	56	52	50	47	80
Acceptances	25	22	26	15	31
Editorial Lag (Months)	0.9	1.2	1.3	1.1	1.1
Rejection Rate	48%	45%	38%	55.9%	44.6%

Production Statistics (Table 4)

- ◇ Published in line with the page ceiling
- ◇ Articles are quickly posted online to be readable and citable (1 month after acceptance)
- ◇ With more submissions and acceptances, goal is to build up the article backlog online from which Dr. Nowack will select to create future issues

Table 4. Production Statistics, 2016-2020

	2016	2017	2018	2019	2020
Volume	68	69	70	71	72
Issue Frequency	4	4	4	4	4
Print Publication Lag	3.4	2.9	4.1	3.9	2.9
Online First Pub Lag (Months)	1.8	1.9	2.6	1.5	0.9
Published Pages	322	363	348	319	333
Published items	28	24	20	25	25
Avg. Article Length (Pages)	19	15	17	13	13
Page Ceiling	350	350	350	350	350
Pages published over/(under)	(28)	13	(2)	(31)	(17)

Editorial Content Analysis

Online Readership

Article-Level Data

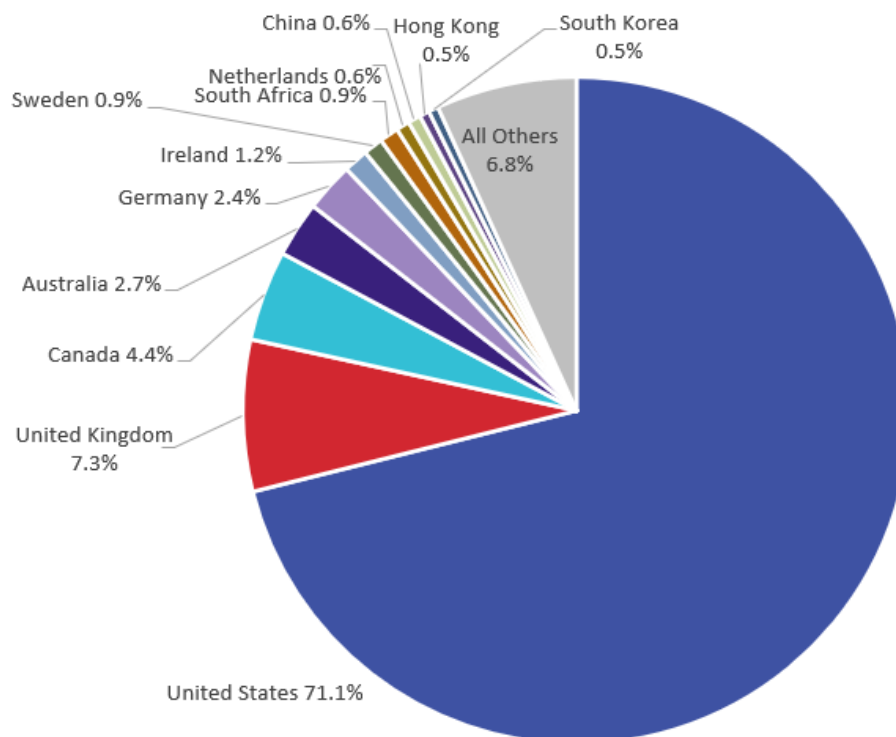
Appendix A: lists the 25 most-accessed articles in 2020.

- ◇ 4 of the top 25 downloads were published in 2020 and 8 were from 2019
- ◇ Wide range of topics across top downloaded content. Articles from 2019 Volume 71, Issue 4 are especially well-downloaded as a group
- ◇ Top downloaded article “Dyadic team development across cultures: A case study” by Vandaveer (2012) was downloaded over 7,300 times in 2020. Remainder of the top 25 were downloaded between 1,500 and 4,500 times last year.

Geographic Data

The geographic distribution of readers downloading CPJ articles via database access is outlined in Figure 2.

Figure 2. Full Text Downloads of CPJ articles in 2020, by country



Citation Impact

The journal was accepted into the **Web of Science Emerging Sources Citation Index** in 2021

- Articles will be indexed in Web of Science
- *CPJ*'s citations to other journals count towards their Impact Factors
- *CPJ* does not yet have an Impact Factor, but to take the next step the Clarivate evaluators will be evaluating the journal on their "[Impact Criteria](#)," which are:
 - Comparative Citation Analysis – Clarivate looks for the journal's estimated Impact Factor to be higher than the median of the journals in the flagship Social Science Index category where it would be indexed
 - Applied Psych category median is 2.127
 - Multidisciplinary Psych category median is 1.376
 - Management category median is 2.465
 - Author Citation Analysis – Clarivate says "Authors' citation networks should be appropriate to the category and to journals of comparable scope"
 - Editorial Board Citation Analysis – Clarivate says "Editorial Board Members' citation networks should be appropriate to the category and to journals of comparable scope"
 - Content Significance – Outside of citation activity, this is a subjective evaluation that "may be evidenced as a unique specialization, novel perspective, regional focus, unusual content, or content that enriches the breadth of Web of Science coverage"
- **Table 5** (next page) shows the top-cited 2019-2020 articles, according to Google Scholar data
- Journals citing *CPJ* most often in recent years, according to Scopus data:
 - *Frontiers in Psychology*
 - *Journal of Applied Behavioral Science*
 - *International Journal of Environmental Research and Public Health*
 - *Graziadio Business Review*
 - *Industrial and Organizational Psychology*
 - *Journal of Management Development*
 - *Leadership Quarterly*
 - *European Journal of Personality*
 - *Applied Psychology*

Table 5. Top Cited CPJ Articles published in 2018-2019 and Cited in 2020

Article Title	First Author	Vol (Issue) Year	2020 Cites
The rise and fall of the growth of organization development: What now?	Burke	70 (3) - 2018	8
Resilience training that can change the brain.	Tabibnia	70 (1) - 2018	7
An investigation into the validity of asynchronous web-based video employment-interview ratings.	Gorman	70 (2) - 2018	5
The neuroscience of coaching.	Boyatzis	70 (1) - 2018	4
The new technologies in personality assessment: A review.	Ihsan	70 (2) - 2018	4
Coaching olympic athletes with sport psychology.	Cogan	71 (2) - 2019	4
The neuroscience of high-trust organizations.	Zak	70 (1) - 2018	3
An exploration of managers and leaders using coaching skills.	DiGirolamo	71 (3) - 2019	3
What leads to organizational agility: It's not what you think.	Pulakos	71 (4) - 2019	3
The neuroscience of goals and behavior change.	Berkman	70 (1) - 2018	2
The efficacy of executive coaching: An empirical investigation of two approaches using random assignment and a switching -replications design.	Williams	70 (3) - 2018	2
The entrepreneurial organization: The effects of organizational culture on innovation output.	Ahmetoglu	70 (3) - 2018	2
A systematic review of qualitative studies in workplace and executive coaching: The emergence of a body of research.	de Haan	71 (4) - 2019	2
Reviewing the labyrinth of psychological resilience: Establishing criteria for resilience-building programs.	IJntema	71 (4) - 2019	2
Transformation to academic leadership: The role of mentorship and executive coaching.	Rathmell	71 (3) - 2019	2
Introduction to the special issue: Neuro-mythconceptions in consulting psychology—between a rock and a hard place.	Nowack	70 (1) - 2018	1
Should we get aboard the brain train?	Eichinger	70 (1) - 2018	1
A view of the role of expert in corporate consulting.	Sahir	70 (2) - 2018	1
The bright and dark sides of talent at work: A study of the personalities of talent-development-program participants.	Gotzsche	70 (2) - 2018	1
The wisdom of Warner Burke: An introduction to the rise and fall and future of organization development.	Kaiser	70 (3) - 2018	1
Client dropout from business coaching.	Schermuly	70 (3) - 2018	1
Coaching surgeons and emergency-room physicians.	Walker	71 (2) - 2019	1
Investing in what matters: The impact of emotional and social competency development and executive coaching on leader outcomes.	Van Oosten	71 (4) - 2019	1

Outreach

Goals:

- ⇒ Increase high quality submissions
- ⇒ Increase downloads and visibility in the field
- ⇒ Expand the journal's international reach to wider practice audiences, communities, and secondary markets

Library Marketing

The collective market strength of APA PsycArticles®, our full-text Journals database, defines the continued success of individual journals and the program as a whole. The unique content of your journal, made discoverable alongside the nearly 90 other journals in APA PsycArticles®, is a key component to the collective value provided to our institutional subscribers around the world. As indicated by the journal financial performance, database usage provides the vast majority (over 99%) of reader access.

Today we know that library budgets are flat or shrinking, and usage (i.e., article downloads by university faculty and students) is a primary driver of librarian decision-making. APA's Library Marketing team is dedicated to both protecting current subscriptions and growing the journal's reader base.

Author Marketing

Calls for Papers

The Author Marketing team builds individual contact lists for each call for papers, drawing from:

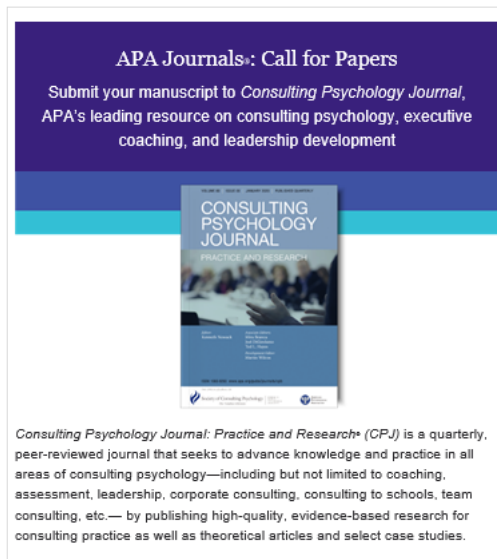
- ◇ PsycArticles, PsycBooks, and PsycInfo author data
- ◇ APA membership database of more than 122,000 researchers, educators, clinicians, consultants, and students—including members of specific APA Divisions and sections, governance bodies, subscribers to relevant APA journals, and members of partner associations
- ◇ Other research databases, including Clarivate's Journal Citation Reports and Web of Science
- ◇ Conference attendee lists

Article/Special Issue Spotlights & Highlights

Article Spotlights are free summaries of articles or groups of articles (e.g., special section or special issue). Recommended by the Editors as noteworthy for the field, summaries are written by the authors with guidance from the APA Journals staff. Each Highlight feature is emailed to a targeted list of authors, faculty, and APA members interested in relevant topics. It is also posted in the [APA Journals Highlights](#) page.

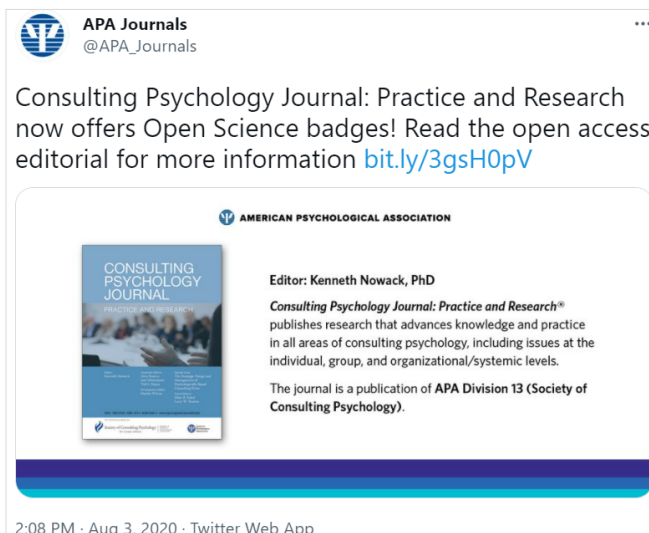
Email Outreach in 2020

- ◇ Q1 General Call for papers—sent to over 14,000 contacts
- ◇ Special Issue Call for papers on Women in Leadership—sent to 6,000 contacts
- ◇ Special Issue Call for papers on Learning Agility—sent to 10,000 contacts
- ◇ Industrial-Organizational Psychology highlight—sent to 8,000 contacts



Social Media

- ◇ APA Journals accounts have more than 140,000 combined followers
- ◇ Our posts are regularly shared and cross-promoted by other APA social media channels, including in particular the APA Facebook page, with over 560,000 followers, and the APA Twitter account, with over 195,000 followers.




APA Publishing Insider Newsletter

In an effort to highlight the [APA Author and Reviewer Resource Centers](#) and bring more attention to the Editor-selected content (e.g., calls for papers, Article Spotlights), we launched a newsletter, the *APA Publishing Insider* E-Newsletter in July 2019. This is an additional opportunity to highlight advantages of publishing with APA to current and potential journal authors and reviewers.

Publons: Peer Review Recognition

In an effort to support our Editorial Boards, APA Journals are partnered with [Publons](#), a service that provides instant recognition for peer review and enables APA reviewers and action editors to maintain a verified record of their contributions for use in promotion and funding applications. In 2020, 28 verified reviews from *CPJ* were claimed by verified reviewers, with an uptake rate of 26%.

Media Highlights

 Psychology Today

5 Signs That You Are a Highly "Mindful" Individual

Mindfulness and personality: More natural for some than others and how it matters. Consulting Psychology Journal: Practice and Research.


Oct 27, 2020

 **GOV.UK**


Research and analysis

Systems Leadership Rapid Review by Harry Begg

Published 15 December 2020

**HYPEBOT**
music • technology • business

Guide To Enhancing Performance And Psychological Well-Being Through Ethical Leadership And Decision Making In The Music Industry

 Psychology Today

In Defense of the Myers-Briggs

Cautionary comments regarding the Myers-Briggs Type Indicator. Consulting Psychology Journal Practice and Research, 57(3): 210-221.

Feb 12, 2020

 **CEO INSIDER**

Helping CEOs Weather the Storms: Psychologist Coaches Wear 4 Hats

 William H. Berman, PhD  CEO Insider  June 6, 2020

Open Science, Equity and Inclusion

APA publishing launched an equity, diversity, and inclusion framework in 2020 to better guide our program's diversity efforts (see **Figure 4**).



Figure 4. APA Publishing Equity, Diversity, and Inclusion Framework

Accordingly, we encourage journal editors to adopt reporting standards and practices that can help promote a more transparent and equitable scientific process. Working with Dr. Nowack, we implemented a number of recommended practices in 2020 and 2021.

APA Publishing will soon offer an Editor Toolkit to aid partners and editors with decision-making around **EDI and research transparency practices**. Suggested reporting requirements might include:

- Asking for detailed sample descriptions and a generalizability statement in the Abstract and the Methods/Discussion sections (*CPJ* added in 2021)
- Asking authors to justify sample demographics in the Discussion and describe their sample inclusion efforts (*CPJ* added in 2021)
- Offering Registered Reports as a new article type
- Adopting a journal diversity statement
- Adopting Constraints on Generality (COG) statement (*CPJ* added in 2021)
- Adopting positionality statements (*CPJ* added in 2021)
- Open Science Badges (*CPJ* added in 2020)
- Author Contribution Statements using the Contributor Roles Taxonomy (CRediT) (*CPJ* added in 2021)

Conclusion

This annual review of the distribution, production, and operational statistics; editorial content performance; finances; and outreach efforts helps us note trends and effectively guide *CPJ* through the rapidly changing landscape of academic publishing.

We congratulate Division 13 and Dr. Nowack and his team on another fantastic year for *CPJ*! We thank you for your flexibility and collaboration as we adapted to a changing set of circumstances due to the COVID-19 pandemic. We are happy to see that the journal has continued its success across a range of metrics in 2020.

The journal received 80 submissions, a nearly 70% increase! Published content attracted solid download counts and received social and popular media attention. The journal has recently enacted a number of impactful transparency and equity measures, including offering Open Science Badges, contributor roles taxonomy, and revised reporting sample requirements. We look forward to continuing the cycle of discussion and improvement of practices to ensure an inclusive journal and science.

Our top priorities continue to be increasing high quality submissions from authors around the world, utilization of Article Spotlight and social media to engage readers and authors with *CPJ* content, and broadening the journal's international and interdisciplinary reach.

APA Journals thanks you for the opportunity to partner with Division 13 and promote the valuable, impactful, and educational material in *Consulting Psychology Journal*. We look forward to discussing a renewal of our publication agreement to facilitate the journal's ongoing growth.

We welcome your thoughts and suggestions on the journal's performance. Please contact Hilary Peterson (HPeterson@apa.org) with any questions or comments.

Appendix A. Top 25 CPJ Articles Downloaded in 2020

Rank	Title	Authors	Pub Year	Vol	Iss
1	Dyadic team development across cultures: A case study.	Vandaveer, Vicki V.	2012	64	4
2	Investing in what matters: The impact of emotional and social competency development and executive coaching on leader outcomes.	Van Oosten, Ellen B.; McBride-Walker, S. Mercedes; Taylor, Scott N.	2019	71	4
3	An exploration of managers and leaders using coaching skills.	DiGirolamo, Joel A.; Tkach, J. Thomas	2019	71	3
4	A teachable approach to leadership.	Leonard, H. Skipton	2017	69	4
5	Making way for paradigms of diversity leadership.	Chin, Jean Lau; Desormeaux, Lyne; Sawyer, Katina	2016	68	1
6	Coaching olympic athletes with sport psychology.	Cogan, Karen D.	2019	71	2
7	Transformation to academic leadership: The role of mentorship and executive coaching.	Rathmell, W. Kimryn; Brown, Nancy J.; Kilburg, Richard R.	2019	71	3
8	Why flexible and adaptive leadership is essential.	Yukl, Gary; Mahsud, Rubina	2010	62	2
9	The rise and fall of the growth of organization development: What now?	Burke, W. Warner	2018	70	3
10	What leads to organizational agility: It's not what you think.	Pulakos, Elaine D.; Kantrowitz, Tracy; Schneider, Benjamin	2019	71	4
11	A new model of leadership-as-practice development for consulting psychologists.	Salicru, Sebastian	2020	72	2
12	Empathy enhancing antidotes for interpersonally toxic leaders.	Nowack, Kenneth; Zak, Paul	2020	72	2
13	Strengths-based leadership development: Insights from expert coaches.	Welch, Deborah; Grossaint, Karen; Reid, Katherine; Walker, Cindy	2014	66	1
14	What characterizes effective management teams? A research-based approach.	Bang, Henning; Midelfart, Thomas Nasset	2017	69	4
15	Cautionary comments regarding the Myers-Briggs Type Indicator.	Pittenger, David J.	2005	57	3
16	A systematic review of qualitative studies in workplace and executive coaching: The emergence of a body of research.	de Haan, Erik	2019	71	4
17	Facilitating successful behavior change: Beyond goal setting to goal flourishing.	Nowack, Kenneth	2017	69	3
18	Performance appraisal for groups: Models and methods for assessing group processes and outcomes for development and evaluation.	London, Manuel	2007	59	3
19	Seven moral challenges of leadership.	Emler, Nicholas	2019	71	1
20	Reviewing the labyrinth of psychological resilience: Establishing criteria for resilience-building programs.	IJntema, Richta C.; Burger, Yvonne D.; Schaufeli, Wilmar	2019	71	4
21	The effectiveness of strength-based executive coaching in enhancing full range leadership development: A controlled study.	MacKie, Doug	2014	66	2
22	The evolution of a business owner.	Davis, Sandra L.	2020	72	1
23	Resilience training that can change the brain.	Tabibnia, Golnaz; Radecki, Dan	2018	70	1
24	Aligning leadership and organizational culture: The leader-culture fit framework for coaching organizational leaders.	Nieminen, Levi; Biermeier-Hanson, Benjamin; Denison, Daniel	2013	65	3
25	Leading in an unprecedented global crisis: The heightened importance of versatility.	Kaiser, Robert B.	2020	72	3