

Blue color is used for response to comments

“Maroon color is used to quote text in manuscript”

Referee 2

We would like to thank you for your overall positive comments about the manuscript and the technical corrections which you have pointed out.

General comments

This paper has the potential to make a significant contribution to changing the way that authorship decisions are handled across disciplines throughout not just science but all of academia. This process is suggested at the right time in our culture, when the conversation about increasing equity and inclusion is prominent in many institutions.

I like the way this paper is structured, using its own publishing process as a transparent test case to present how the co-authorship form would work. I can envision myself adopting this for future authorship discussions for my own publications. Thank you for doing this work and submitting it for publication!

Specific comments

I do not have any specific comments or concerns about the methodology or structure of this paper. I have a few technical corrections and suggestions, listed below.

Technical corrections

Throughout the document: It was unclear to me the reason for italicizing your key words. This seemed unnecessary.

We have now removed the italics throughout the manuscript and supplement (including tables and figures).

Line 81-82: I recommend splitting this into two sentences to improve clarity: "This EWWG aims to ensure the well-being and fairness of the INAR community. It consists of staff members. . . ."

Fixed

Line 90 et al.: Include date of last access for all Internet citations.

Included

Line 94: This is your first in-text reference to supplementary material. 1) It was unclear to me why your supplementary materials were labeled as "SI." 2) Consider re-ordering your supplements so that they are referred to in the text in the same order as they appears in the supplement.

We have now removed the term “SI”. Instead, we now use (for example) “Section S1.2” (supplement defined upon first use). We can change further at the copy-editing stage depending on journal preference. We have also fixed the order of the sections in the supplement.

Line 99: Consider changing "once mixed" to "rearranged once."

Fixed

Lines 194-195: I had to read the sentence beginning, "This avoids that authorship. . . .," several times. It is awkward and would benefit from rewording.

[Updated text] “Including all main authors in authorship discussions and decisions will help avoid potential external pressure on a single early career researcher to add or remove co-authors.”

Line 212: Change "focus" to "focused" for grammatical consistency with the other listed adjectives.

Fixed

Line 231: Change "play" to "played" so that it will be in past tense.

Fixed

Line 242: Delete the word "a" between "in" and "multiple".

Fixed

Line 257: Change "impact on those lower" to "impact those who are lower".

Fixed

Line 263: Delete "on".

Fixed

Line 263: Delete "However," and capitalize "Ultimately".

Fixed

Line 305: Change "till" to "until".

Fixed

Figure 1: I like this flowchart, but the way it is structured, I thought at first that the AWG was a subset or subordinant to the EWWG. Consider restructuring this flowchart so that the AWG sits in a third column.

Our initial draft of the manuscript had three columns which did not utilize the space well as you can see below (Figure R1). Therefore, we chose the more compact figure which we think is also more readable since text font size will be relatively larger in the figure that we submitted (it will be a single-column figure in the published manuscript).

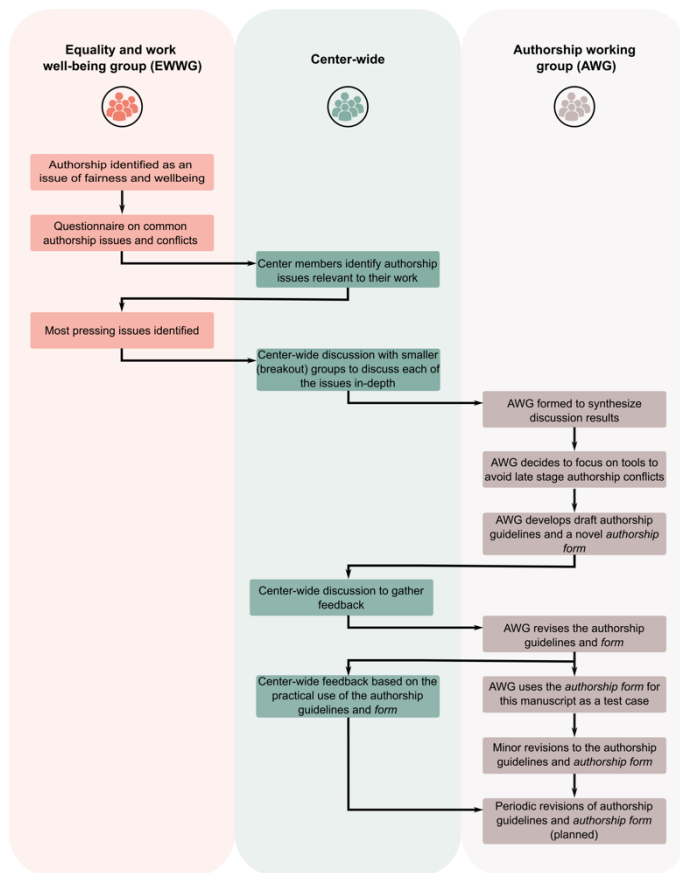


Figure R1: AWG separated in its own column.

SI 1: In the Overview table, consider deleting "coin toss, a chess, tournament, etc." I feel like including these trivializes or makes light of the process. It is also inconsistent with every other mention of randomization method where only last-name alphabetical is mentioned.

Changed

[Updated text] "Randomization method for the order of equally contributing co-authors (E.g., Last-name alphabetical):"

SI 1: You defined the acronym for CRediT taxonomy in section 3.2 of the main paper. However, SI 1 is referred to in section 2 of the paper, leading readers to perhaps encounter that term for the first time in SI 1. Please define that acronym upon first usage in the supplementary material as well as in the paper.

Fixed

SI 3: It might have been interesting to read the results of this survey in addition to seeing the survey form.

We do not provide these results due to ethical reasons related to data collection from surveys. Unfortunately, we did not envision a publication when we started this process (surveys/meetings) and therefore did not request permission from the participants to publish their unedited responses. We therefore only provide the summarized responses in the supplement.

[Updated Section S1.2] “The five most common issues based on the center-wide survey addressed directly by the Authorship Working Group:

- Not commented on any manuscript version
- Only commented on the manuscript
- Disagreement concerning order of authors
- Power imbalance and personal preoccupation
- Someone asking to contribute to paper in last stages”