

Taking Action Toward
More Socially Just
Academic Work

The 4Rs



- Pick up dog food - senior formula; chicken/lamb ~~Asokany~~
NOT salmon!

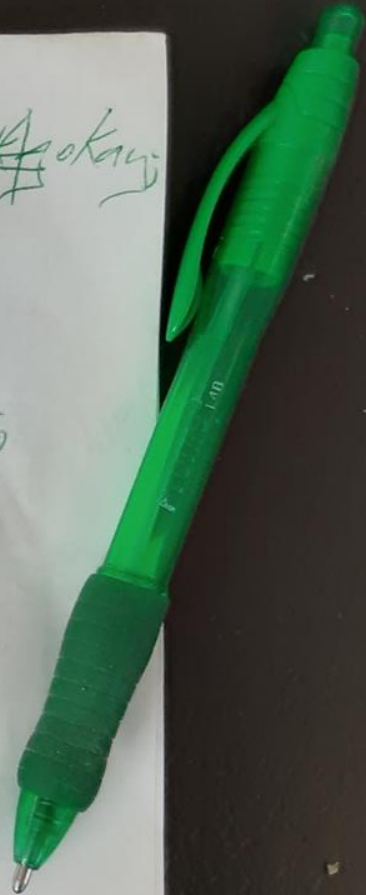
- Grade design analysis; make video how to access
grading comments

- Finish letters of recommendation; upload to Interfolio

- Date night! Place w/ reservations or place w/
cheap margaritas? Ark Tony

- Replace blazer buttons (Find g'ma's old buttons)

~~Split them up~~
- Same



4Rs

Recognize

Reveal

Reject

Replace

4Rs

Recognize

Reveal

Reject

Replace



Example: Journal review process





Tweet



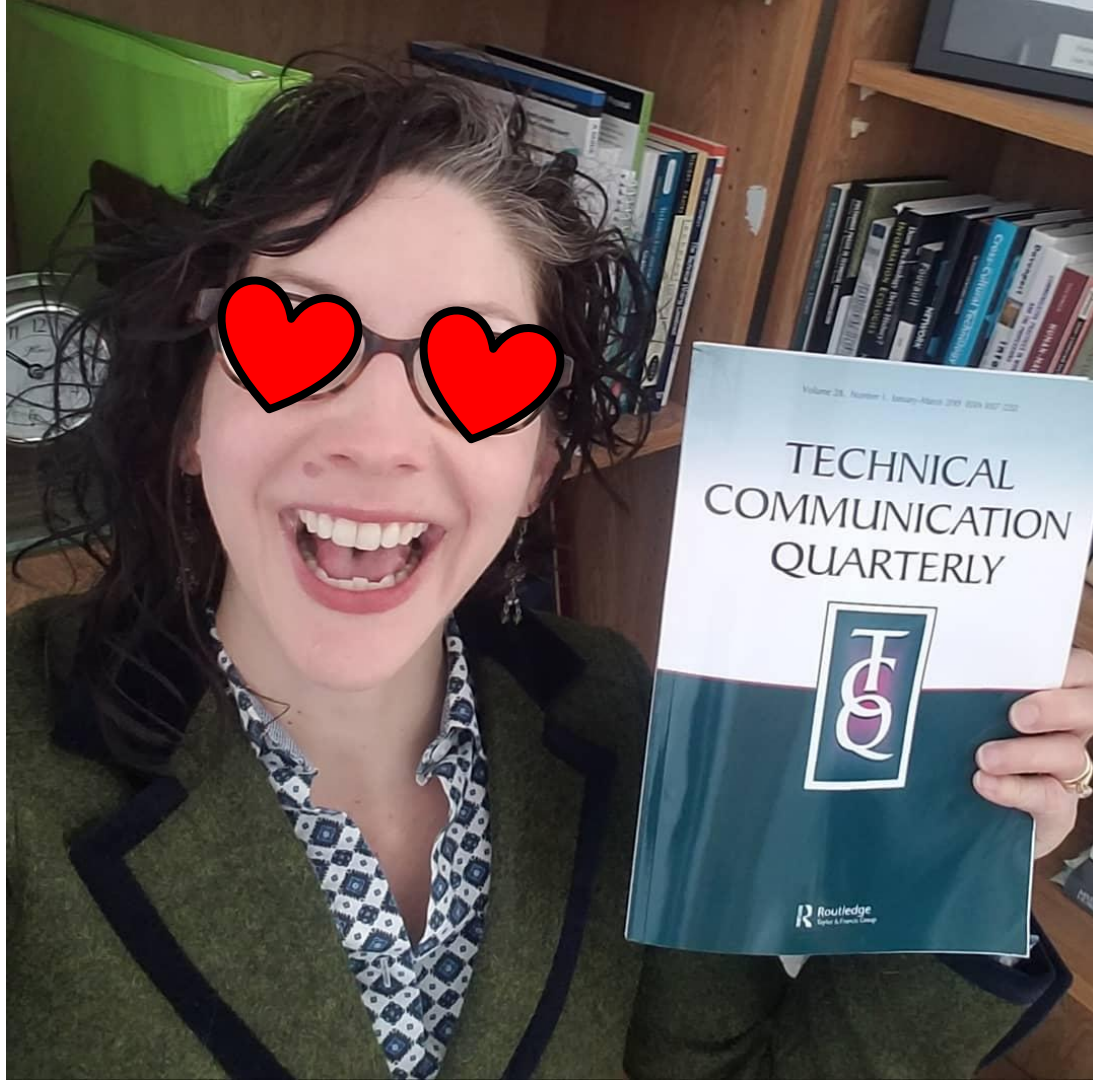
Jenn Sims

@RavenclawSoc23



[#Narrow](#) is Reviewer 2 code for "white male readers probably wont be interested." My collaborative research on racialization of hair with [@thePhDandMe](#) was called "somewhat specialized" and "narrow." Meanwhile, almost every single human being on earth and in space has/had hair 😞





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TECHNICAL COMMUNICATION QUARTERLY



R Routledge
Taylor & Francis Group

Specific

- DO:** Give detailed comments. Explain *why* something is strong/well done or *whys* something is problematic/confusing/lacking.
- DO:** Give actionable feedback. Suggest specific actions for the author to take to improve the manuscript.
- DO:** Consider coherence. Note whether sections inform one another: e.g., theory explicitly informs interpretation of findings.
- DON'T:** Don't mark every instance of a problem. Instead, mark the first couple and then note for the author to fix throughout.
- DON'T:** Don't proofread. Instead, focus on the major arguments and contribution to the field.

Knowledgeable

- DO:** Familiarize yourself with the journal. If the manuscript is not a good fit, suggest a more appropriate venue.
- DO:** Describe the contribution to the field. Detail how the manuscript extends (rather than just replicates) existing research.
- DO:** Look for gaps in the literature. Suggest additional sources—especially by multiply marginalized and underrepresented scholars—that could inform and improve the manuscript.
- DON'T:** Don't assume research validity/trustworthiness. Instead, evaluate according to criteria appropriate for the type of scholarship: e.g., theory building, empirical study, etc.
- DON'T/DON'T:** Don't accept a review request for a manuscript you are unqualified to review. But don't underestimate your own expertise and reject a relevant review request either.

Kind

- DO:** Advocate for inclusivity. Suggest how language could be more inclusive: e.g., written intentionally for diverse audiences, eliminating oppressive rhetoric and unnecessary jargon.
- DO:** Advocate for the author. Approach reviewing as you would mentoring. Review others the way you'd want your manuscript to be reviewed.
- DON'T:** Don't point only to faults in a manuscript. Instead, use your experience to uplift others through constructive criticism.
- DON'T:** Don't doddle. Instead, be considerate of all stakeholders by promptly responding to review requests.
- DON'T:** Don't make assumptions. Do not make statements about the author's identity, background, or experience based on assumptions you draw from the manuscript.

Jamal-Jared Alexander - Utah State University | **Ryan Cheek** - Utah State University | **Cana Uluak Itchuaqiyaaq** - Utah State University | **Godwin Agboka** - University of Houston-Downtown | **Elizabeth Angeli** - Marquette University | **Jeff Bacha** - University of Alabama at Birmingham | **Tatiana Batova** - Arizona State University | **Ryan Boettger** - University of North Texas | **Tracy Bridgeford** - University of Nebraska at Omaha | **Lauren Cagle** - University of Kentucky | **Huling Ding** - North Carolina State University | **Lucia Dura** - University of Texas El Paso | **Jessica Edwards** - University of Delaware | **Erin Frost** - East Carolina University | **Alex Ilyasova** - University of Colorado Colorado Springs | **Meredith Johnson** - University of South Florida | **Donna Kain** - East Carolina University | **Amy C. Kimme Hea** - University of Arizona | **Miles Kimball** - Rensselaer Polytechnic Institute | **Amy Koerber** - Texas Tech University | **Alex Layne** - Metro State University | **Jennifer Maher** - University of Maryland-Baltimore County | **Marie Moeller** - University of Wisconsin La Crosse | **Kathryn Northcutt** - Missouri University of Science and Technology | **GPat Patterson** - Kent State University | **Octavio Pimentel** - Texas State University | **Sarah Read** - Portland State University | **Joy Robinson** - University of Alabama Huntsville | **Aimee Roundtree** - Texas State | **Geoff Sauer** - Iowa State University | **J. Blake Scott** - University of Central Florida | **Stuart Selber** - Pennsylvania State University | **Michele Simmons** - Miami University | **Doreen Starke** - Meyerring - McGill University | **Denise Tillery** - University of Nevada-Las Vegas | **Kenny Walker** - University of Texas San Antonio | **Susan Youngblood** - Auburn University | **Jared Colton** - Utah State University | **Ann Shivers-McNair** - University of Arizona | **Jamal-Jared Alexander** - Utah State University | **Ryan Cheek** - Utah State University | **Cana Uluak**

4Rs

Recognize

Reveal

Reject

Replace

Humans rarely get something right the first time. Expect to revisit your R's.

That's okay.

The 4Rs are
iterative.

Humans rarely get something right the first time. Expect to revisit your R's.

That's okay.

To be able to
recognize, you may
need a reveal.

That's okay.

To be able to
recognize, you may
need a reveal.

That's okay.

We need
coalitions.

It's not always
possible to do all
4Rs.

That's okay.

Do what you
can do.

It's not always
possible to do all
4Rs.

That's okay.

Folx have different
margins of
maneuverability.

That's okay.

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