

# Accreditation Basics

Julie-Anne Marshall

Scott Abbott



UTS  
e P R E S S

[epress.lib.uts.edu.au](http://epress.lib.uts.edu.au)



UTSePRESS



UTSePRESS



***Accreditation??***

## Directories

DOAJ DIRECTORY OF  
OPEN ACCESS  
JOURNALS

doab directory of  
open access  
books

## Memberships

C O P E

CASPA

## “Quality” Lists

Excellence in Research for Australia

ABDC  
AUSTRALIAN BUSINESS DEANS COUNCIL

## Citation Tools

Scopus®

WEB OF SCIENCE™



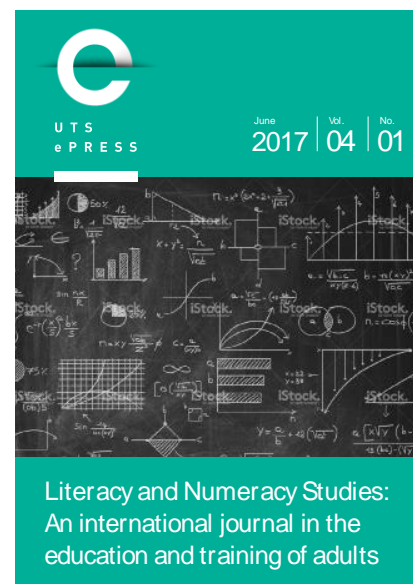
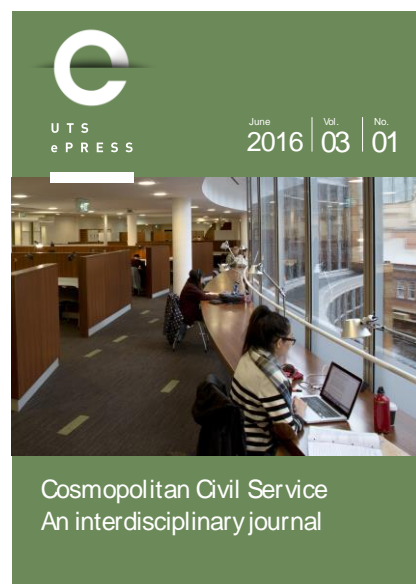
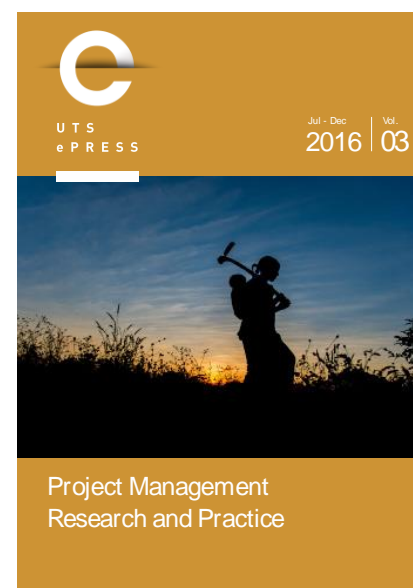
U T S

e P R E S S

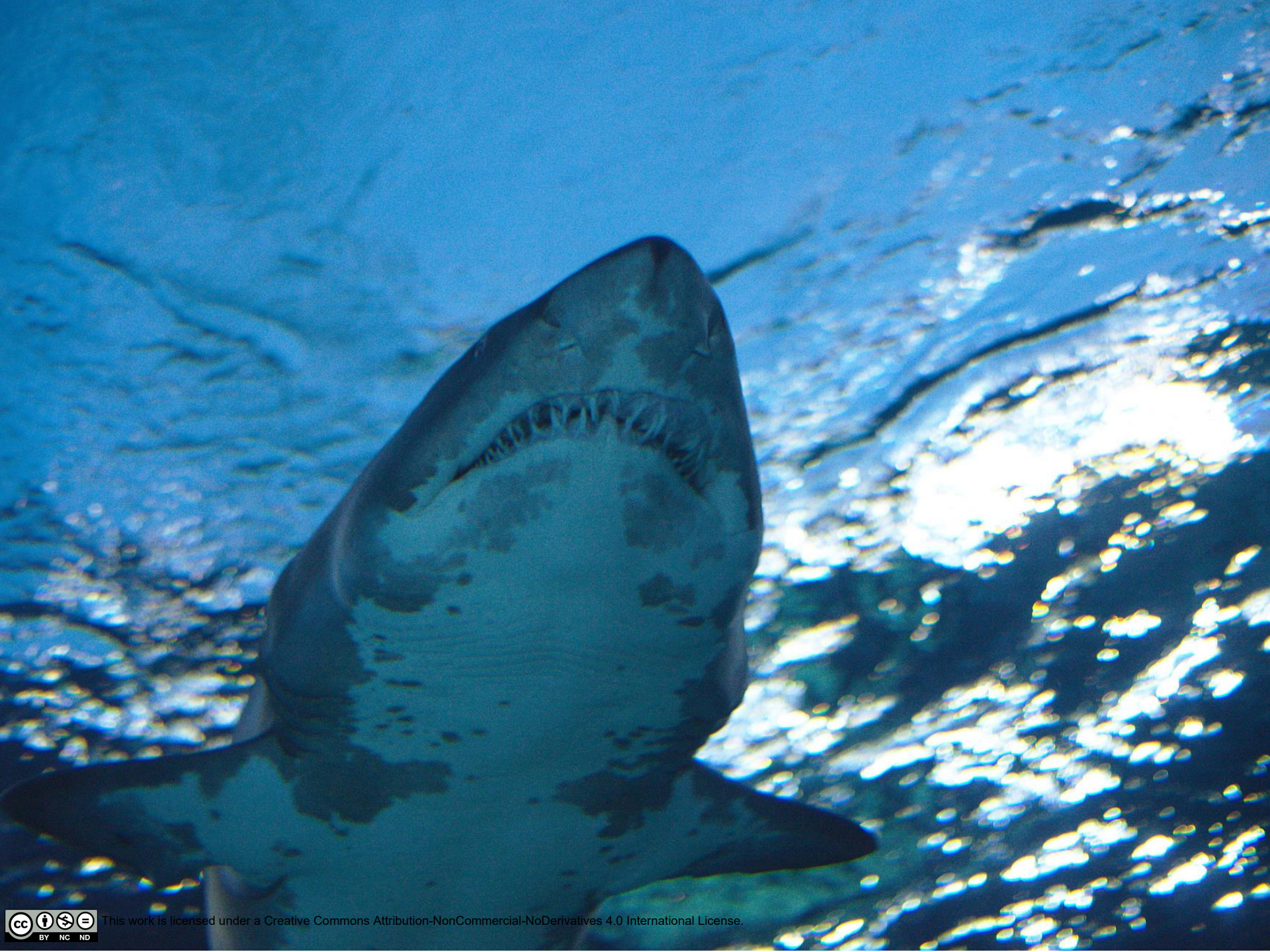


This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.









low quality  
unpublishable  
no peer-review  
undermining scholarship  
vanity  
no standards  
no transparency  
open  
access  
fees  
untrustworthy  
dishonest expensive  
predatory poor  
no copyright  
second rate



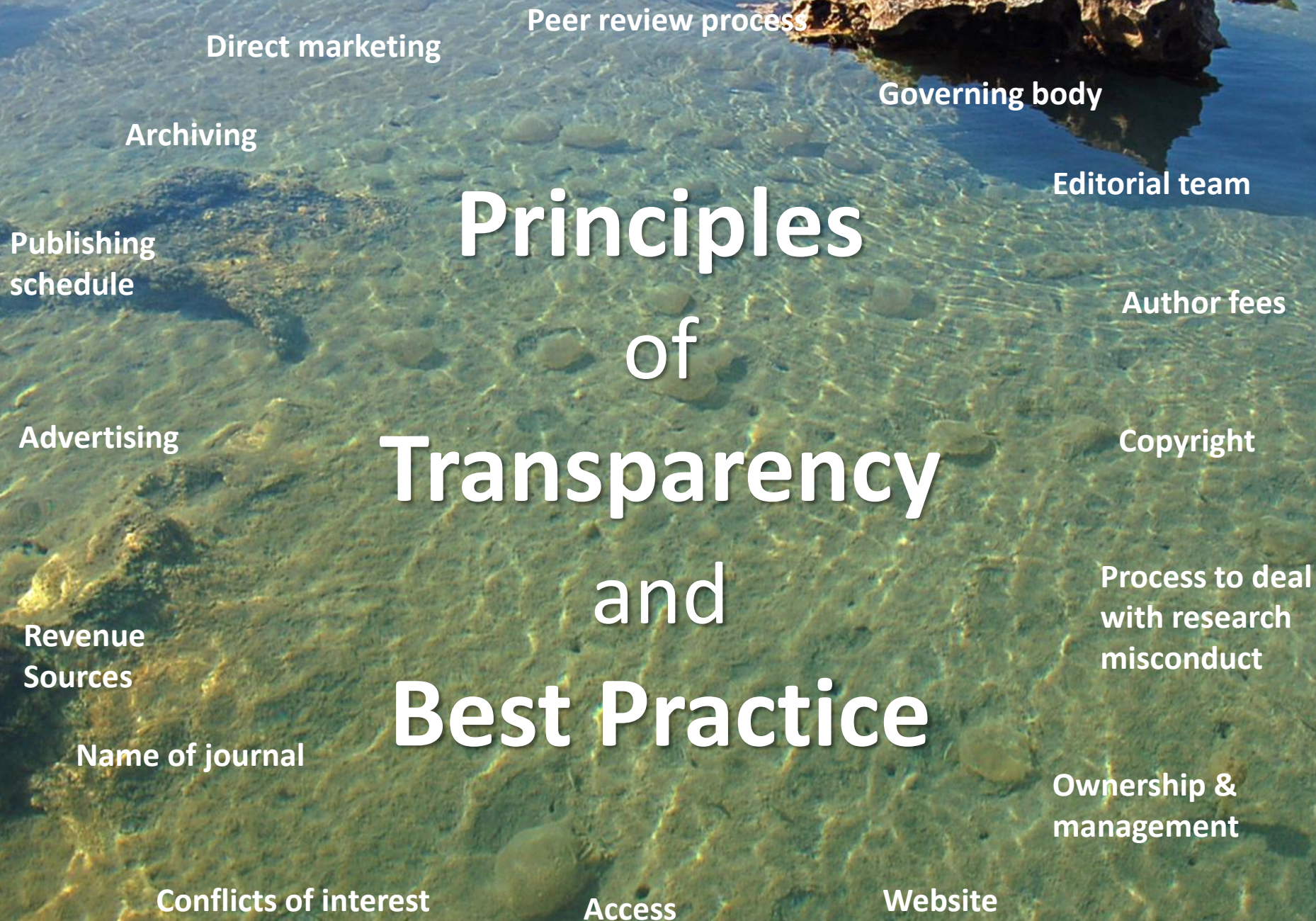
# Principles of Transparency and Best Practice in Scholarly Publishing

DOAJ DIRECTORY OF  
OPEN ACCESS  
JOURNALS

CASPA

C O P E

 **WAME**  
world association of medical editors

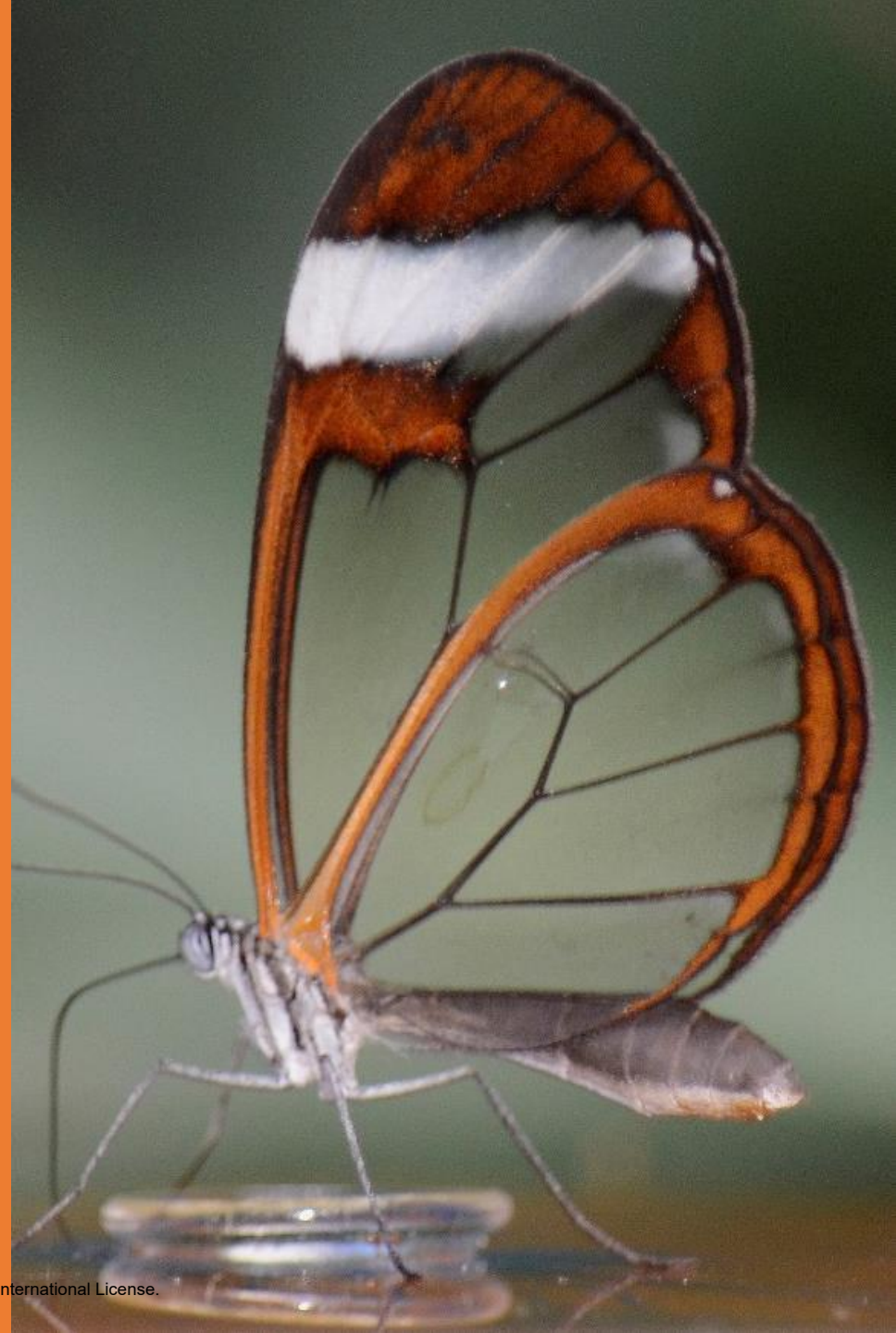




DOAJ DIRECTORY OF  
OPEN ACCESS  
JOURNALS


C O P E

CASPA



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.



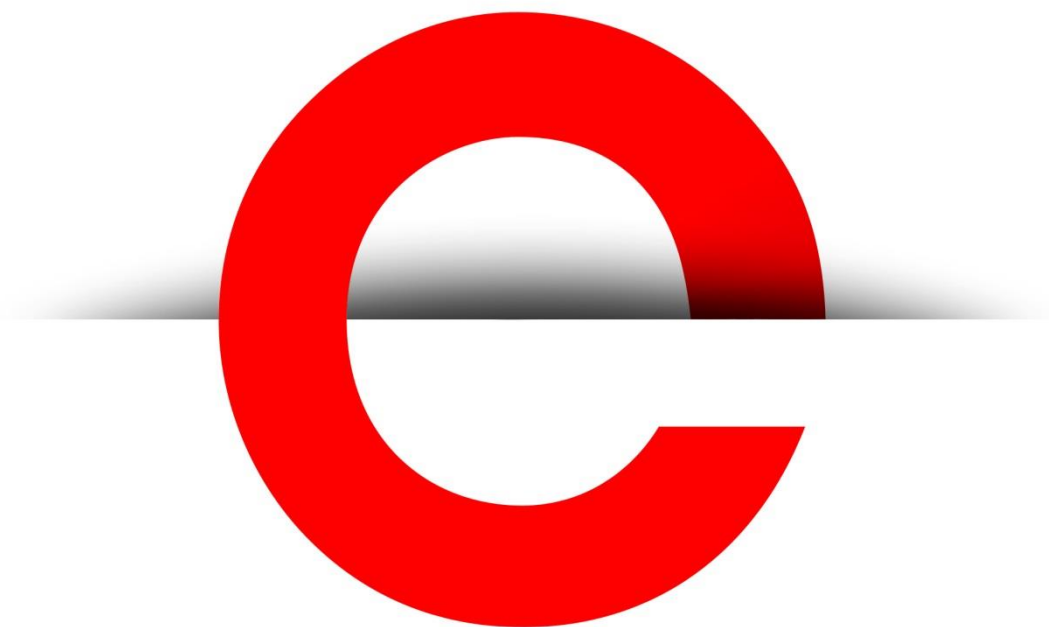
A hand is holding a piece of yellow, crumpled paper. The word "Why?" is written in large, bold, black letters across the center of the paper. The background is a solid light blue color.

# Why?









U T S

e P R E S S





# BENEFITS



HOW





# DOAJ

## DIRECTORY OF OPEN ACCESS JOURNALS



## THE FACTS

### 3 REASONS WHY DOAJ MATTERS

---

- DOAJ is considered the most important community-driven, open access service in the world.  
[[www.knowledge-ex-change.info/event/oa-dependencies](http://www.knowledge-ex-change.info/event/oa-dependencies)]
- We have established the de facto standard for open access journals and publishing.
- Open access publication funds often refer to and rely on DOAJ indexing to release funding.

### 4 WAYS DOAJ MAKES AN IMPACT

---

Helps publishers to  
better serve authors.



Helps publishers to improve  
their operations & make their  
journals more attractive  
publishing channels.

Operates globally  
via a network of  
Ambassadors & volunteers.

Encourages a shift away  
from impact factors to focus  
on the details of true policies  
& practices.

IN 2.5 YEARS, OUR DEDICATED EDITORIAL TEAMS HAVE BEEN CAREFULLY REVIEWING AND CHECKING APPLICATIONS

- **80** new applications per week
- **3170** journals accepted
- **6200** applications rejected
- **1050** journals removed
- **2850** journals delisted



UTS  
ePRESS

2016 | Vol. 13 | No. 02



PORTAL

Journal of Multidisciplinary  
International Studies



#### Construction Economics and Building

CEB

ISSN: 2204-9029 (Online)

<http://epress.lib.uts.edu.au/journals/index.php/AJCEB>

Double blind peer review

Subject: Technology: Engineering (General). Civil engineering (General): Engineering economy | Technology: Building construction

Date added to DOAJ: 11 Oct 2015

(cc) BY



#### Organisational Project Management

OPM

ISSN: 2203-6156 (Online)

<http://epress.lib.uts.edu.au/journals/index.php/opm/index>

Double blind peer review

Subject: Social Sciences: Commerce: Business

Date added to DOAJ: 11 Aug 2015

(cc) BY



Discontinued



#### Cosmopolitan Civil Societies: An Interdisciplinary Journal

ISSN: 1837-5391 (Online)

<https://epress.lib.uts.edu.au/journals/index.php/mcs>

Double blind peer review

Subject: Social Sciences: Sociology (General)

Date added to DOAJ: 2 Oct 2014

(cc) BY



#### Literacy and Numeracy Studies

Literacy & Numeracy Studies

ISSN: 1839-2903 (Online)

<http://utsescholarship.lib.uts.edu.au/epress/journals/index.php/lmj>

Double blind peer review

Subject: Education: Education (General)

Date added to DOAJ: 14 Feb 2011

(cc) BY



#### Cultural Studies Review

CSR

ISSN: 1440-8123 (Print); 1837-8692 (Online)

<http://utsescholarship.lib.uts.edu.au/epress/journals/index.php/csrj>

Double blind peer review

Subject: Fine Arts: Arts in general | Philosophy: Psychology. Religion: Philosophy (General)

Date added to DOAJ: 2 Feb 2011

(cc) BY



#### Commonwealth Journal of Local Governance

ISSN: 1836-0394 (Online)

<http://epress.lib.uts.edu.au/journals/index.php/cjlg>

Double blind peer review

Subject: Political science: Political institutions and public administration (General)

Date added to DOAJ: 8 Sept 2009

(cc) BY



#### Gateways : International Journal of Community Research & Engagement

IJCRE

ISSN: 1836-3393 (Online)

<http://epress.lib.uts.edu.au/journals/index.php/ijcre>

Double blind peer review

Subject: Social Sciences: Communities. Classes. Races: Human settlements. Communities

Date added to DOAJ: 8 Sept 2009

(cc) BY



#### PORTAL: Journal of Multidisciplinary International Studies

PORTAL

ISSN: 1449-2490 (Online)

<http://epress.lib.uts.edu.au/ojs/index.php/portal>

Double blind peer review

Subject: Political science: Colonies and colonization. Emigration and immigration. International migration | Social Sciences: Sociology (General)

Date added to DOAJ: 12 May 2004

(cc) BY



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.





## The qualifiers for the DOAJ Seal

DOAJ promotes best practice in Open Access publishing. To highlight journals that adhere to best practices, we have created the 'DOAJ Seal for Open Access Journals'.

The qualifiers for the Seal highlight features related to accessibility, openness, discoverability, reuse and author rights and have nothing to do with **the scholarly quality of the papers published**.

To qualify for the Seal the journal must:

1. have an [archival arrangement in place](#) with an external party (Question 25). 'No policy in place' does not qualify for the Seal.
2. provide [permanent identifiers](#) in the papers published (Question 28). 'None' does not qualify for the Seal.
3. provide [article level metadata](#) to DOAJ (Question 29). 'No' or failure to provide metadata within 3 months do not qualify for the Seal.
4. embed [machine-readable CC licensing information](#) in article level metadata (Question 45). 'No' does not qualify for the Seal.
5. allow [reuse and remixing of content](#) in accordance with a CC BY, CC BY-SA or CC BY-NC license (Question 47). If CC BY-ND, CC BY-NC-ND, 'No' or 'Other' is selected the journal will not qualify for the Seal.
6. have [a deposit policy registered](#) in a deposit policy directory. (Question 51) 'No' does not qualify for the Seal.
7. allow [the author to hold the copyright without restrictions](#). (Question 52) 'No' does not qualify for the Seal.

One cannot apply for the Seal. The Seal is awarded based on the information provided in the application. If you have any questions about any of the qualifiers, contact us.

## THE FIGURES

9100 JOURNALS • 130 COUNTRIES • ALL SUBJECT AREAS

400,000 sessions from  
300,000 users every month

3 million unique visitors a year

2.15 million API hits per week  
2016 total hits: 57,487,900  
2017 hits (until May 2017):  
30,334,012

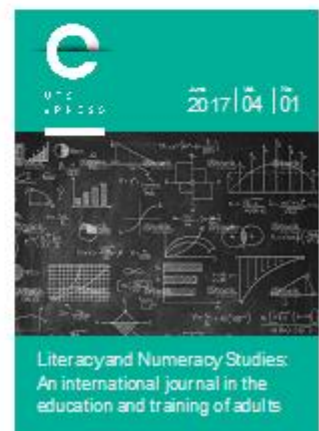
+50%  
on last year

+25%  
on last year

+100%  
forecast



# C O P E





U T S  
e P R E S S

# Publisher Membership Application

C O P E

OCT 2015

Preparation

MAR 2016

Application  
Submitted

C O P E

JAN 2017





## CODE OF CONDUCT FOR JOURNAL PUBLISHERS







UTS  
ePRESS

UTS ePRESS IS OPEN ACCESS 

## Unlocking Research

Journals

Books

Conferences

Student Journals

About UTS ePRESS

Blog

Contact

Tweets by @UTSePRESS 

 UTS ePRESS Retweeted 

 Open Access Button  
@OA\_Button

### Featured Journals

[See All](#) 

 [Previous](#)

[Next](#) 



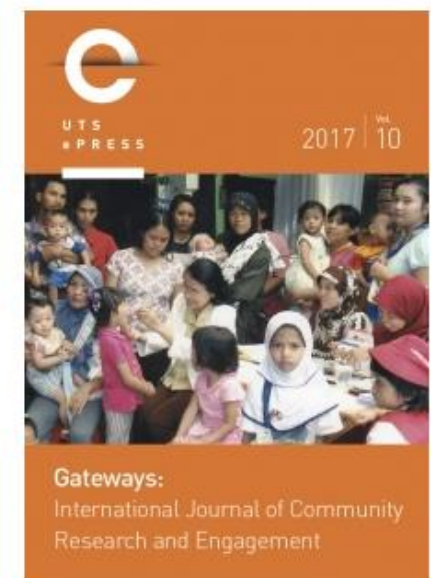
#### Project Management Research and Practice

An international peer-reviewed journal  
providing a critical forum for project



#### PORTAL Journal of Multidisciplinary International Studies

A fully peer reviewed journal



#### Gateways: International Journal of Community Research and Engagement

Gateways is a refereed journal





U T S  
e P R E S S

# New Statements

## UTS ePRESS

Publication Ethics & Transparency

Role of Editorial Board

Advertising & Sponsorship

## Journals

Author Responsibilities

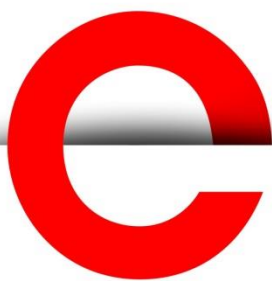
Conflicts of Interest

Plagiarism/Academic Misconduct

Complaints

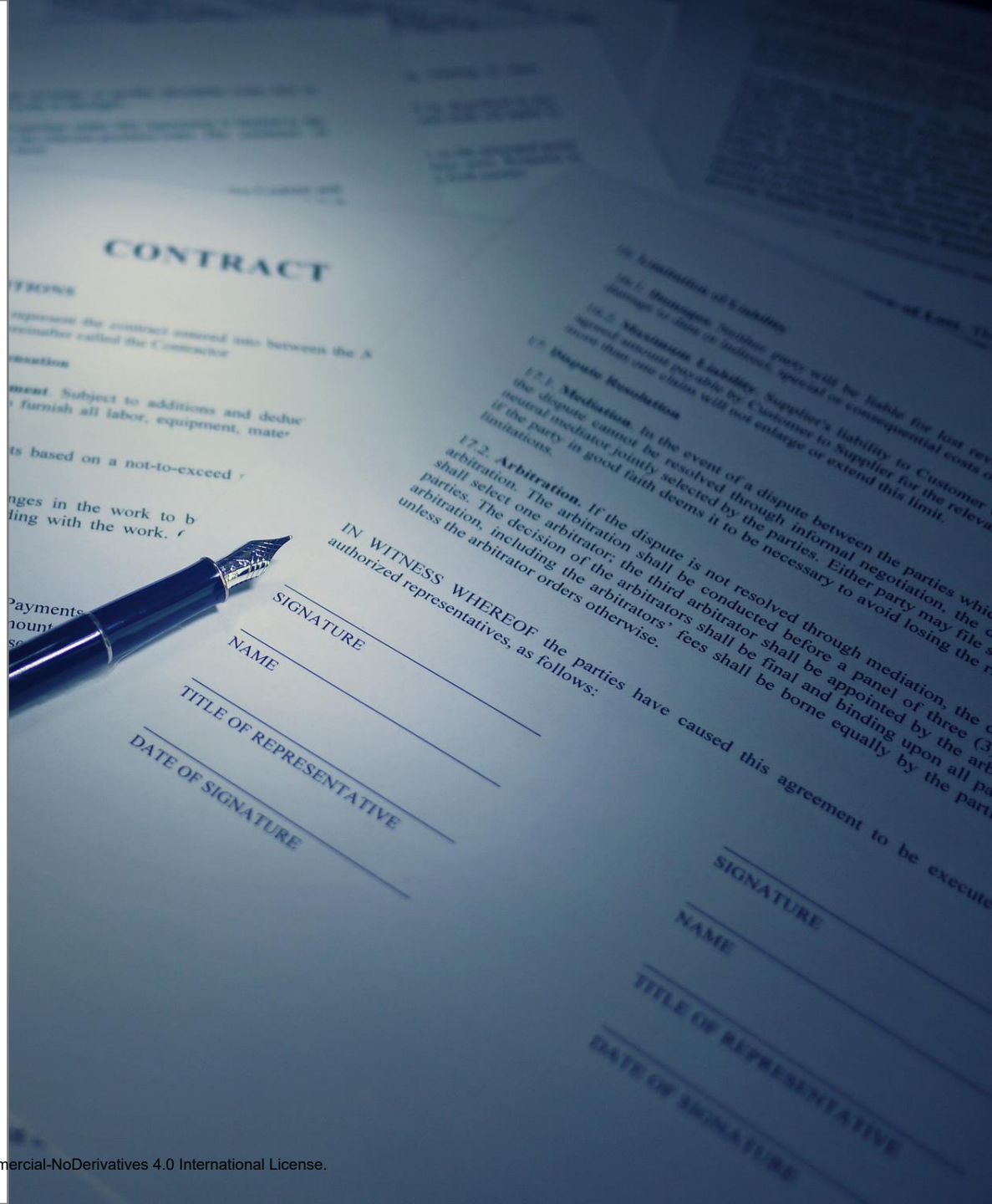
Corrections & Retractions





UTS  
e P R E S S

# Journal Publication Agreement





KEEP CALM  
and  
COMMUNICATE

U.S.

# COPE Code of Conduct for Journal Editors

An Annotated Guide for UTS ePRESS Journal Managers



Prepared by UTS ePRESS

## Background

In order to further enhance the quality and impact of our publications, one of the current priorities of UTS ePRESS is to become a publisher member of the Committee on Publishing Ethics (COPE). COPE is a non-profit organisation that aims to define best practice for ethical scholarly publishing, and to assist publishers, editorial boards and editors to achieve this. Membership of COPE signifies a commitment to ethical and transparent publishing practices in keeping with a high quality scholarly press, and provides access to important resources and advice to support and sustain principled publishing. To be considered for membership, it is essential that UTS ePRESS and its publications meet all of the criteria of the [COPE Code of Conduct for Journal Editors and Publishers](#), which is considered the international standard for academic journal publishing. Meeting these criteria and achieving publisher membership of COPE is an important benchmark of our rigorous adherence to the highest standards of quality and ethics in publishing.

With these goals in mind, this guide aims to assist UTS ePRESS Journal Managers and Editors implement COPE's [Code of Conduct for Journal Editors](#). Although the Code also outlines voluntary best practice guidelines, these have been omitted from this guide so as to focus on the set of *minimum* essential requirements which must be met for COPE membership. However, this document is intended for use as a reference guide only. It is not a replacement for the original and complete Code. Journal Managers and Editors should read the original and entire [COPE document](#) including the best practice guidelines which set out aspirational targets beyond the mandatory requirements of the Code.

If UTS ePRESS Journal Managers and Editors require further assistance or advice in implementing the COPE Code of Conduct please contact: the [UTS ePRESS team](#) – [Julie-Anne Marshall](#), [Scott Abbott](#) and [Matthew Noble](#).

## How to Use this Guide

You may read this document in its entirety or refer to the appropriate section.

### 1. Summary of Requirements

A checklist of essential actions required to comply with the Code

### 2. Annotated Code

All 17 mandatory criteria from the CODE extracted with detailed explanations of actions necessary to comply with the Code.

### 3. Appendix: OJS Instructions

Detailed OJS instructions for specific modifications to your journal setup if require

C O P E



*Business model*

*Peer-review*

**Advertising**

Conflicts of interest

*Misconduct*

**Copyright**

Archiving



TIPS





ENGAGE...!





COMMUNICATE

# ***Evaluate***



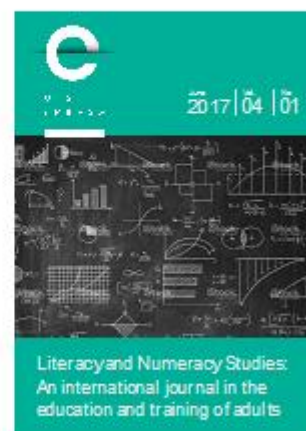




*Patience*



# CASPA





Qs

**Owner of company /corporate structure**

**Complaint policy**

**Copyright policy**

**Publication charge policy**

**No of OA journals**

**No of OA articles**

**No of OA books**

**Other OA Initiatives**



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.

## Peer review process

### *Peer review policy*

How are **peer reviewers** identified?

*Who makes the final selection of **peer reviewers**?*

Who assesses the **reviewer** reports and makes a decision on the submission, and how is the decision reached?

*Provide any other details regarding your **peer-review** policy and editorial workflow*

What is the role of the editorial board in the **peer review** process?



U T S  
e P R E S S

# Publisher Membership Application

# CASPA







UTS  
e P R E S S

# Journal Article Template



Cultural Studies  
Review

Vol. 23, No. 1  
March 2017



© 2017 by the author(s). This is an Open Access article distributed under the terms of the Creative Commons Attribution 4.0 International (CC BY 4.0) License (<https://creativecommons.org/licenses/by/4.0/>), allowing third parties to copy and redistribute the material in any medium or format and to remix, transform, and build upon the material for any purpose, even commercially, provided the original work is properly cited and states its license.

Citation: Kean, J. 2017. Relationship Structure, Relationship Texture: Case Studies in Non/Monogamies Research. *Cultural Studies Review*, 23:1, 18-35. <http://dx.doi.org/10.5130/csr.v23i1.4955>

ISSN 1837-8692 | Published by UTS ePRESS | <http://csrj.ePRESS.lib.uts.edu.au>

## RESEARCH ARTICLE

### Relationship Structure, Relationship Texture: Case Studies in Non/Monogamies Research

Jessica Kean  
University of Sydney

**Corresponding author:** Jessica Kean, School of Philosophical and Historical Inquiry, SOPHI Office, Room H3.04, Level 3, Quadrangle A14, The University of Sydney, NSW 2006, Australia. [jessica.kean@sydney.edu.au](mailto:jessica.kean@sydney.edu.au)

**DOI:** <http://dx.doi.org/10.5130/csr.v23i1.4955>

**Article History:** Received 17/04/2016; Revised 31/01/2017; Accepted 09/03/2017; Published 15/05/2017

## Abstract

This article develops case studies from qualitative interviews with people in negotiated non-monogamous relationships to ask what discursive or practical factors *besides* non/monogamy might play a role in assessments of a relationship's structure or worth. Beginning with an auto-ethnographic reflection on the way the 'significance' was recognised and misrecognised in one polyamorous 'thrupple', I introduce three case studies of people in negotiated non-monogamous relationships in order to bring a cultural studies method of the particular to the study of intimacy. For the individuals in these case studies, the practice and experience of non/monogamy is inextricably linked to the ideas and practices surrounding gender, sexuality, sex work, friendship, HIV status and ability. Sketching a middle path between the romantic's dream of love as a state of exception or exemption from the social and the theorist's map of the patterned effects of hetero- and mono-normativities, this paper attends to the contingency, flexibility and incoherence which so often underpins the sense we make of relationships, even as that sense is shaped by the practices, ideals and institutions of intimacy, love and friendship.

## Keywords

Non-monogamy; polyamory; feminism; relationships; queer sexuality; mononormativity

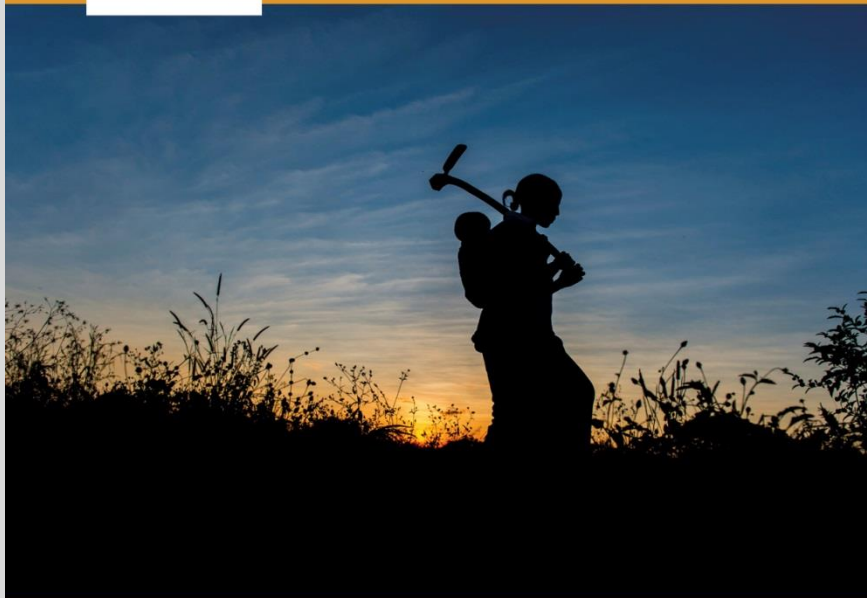
**DECLARATION OF CONFLICTING INTEREST** The author(s) declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article. **FUNDING** The research for this article was assisted by an Australia Postgraduate Award Scheme.





UTS  
ePRESS

Vol.  
2016 | 03



# Project Management Research and Practice



Project Management  
Research and  
Practice

Vol. 3  
July-Dec. 2016



© 2016 by the author(s). This is an Open Access article distributed under the terms of the Creative Commons Attribution 4.0 International [CC BY 4.0] License (<https://creativecommons.org/licenses/by/4.0/>), allowing third parties to copy and redistribute the material in any medium or format and to remix, transform, and build upon the material for any purpose, even commercially, provided the original work is properly cited and states its license.

Citation: Pasian, B.L. 2016. Editorial: Changing truths of project management, 3, 5198. <http://dx.doi.org/10.5130/pmnp.v3i0.5198>

Published by UTS ePRESS | <http://pmnp.epress.lib.uts.edu.au>

1  
Page number not for citation purposes

## EDITORIAL

### Changing truths of project management

Beverly L. Pasian

Associate Professor, Institute of Business Administration, Faculty of Economics and Management, University of Applied Sciences, Utrecht. [beverly.pasian@hu.nl](mailto:beverly.pasian@hu.nl)

DOI: <http://dx.doi.org/10.5130/pmnp.v3i0.5198>

Conversations about projects and project management are changing. Project management researchers and practitioners are no longer only focused on the processes and practices, but increasingly looking for "some truths" of project management as well (Morris 2016), truths that can be as likely found when considering values as much as knowledge. And what is considered so valuable that a new journal is needed to reveal those truths? Quite simply, a better world – one where humanity's problems are alleviated through shared and publicly available innovative projects, and socially responsible project management research and practice. And what is PMRP's role in this quest? To provide a forum where informed dialogue can occur among project management researchers, practitioners, and other stakeholders.

Metaphors are powerful tools, and the use of "dialogue" is especially so – and quite deliberate – in this context. It offers better imagery than the oft-used "bridge" separating project management researchers and practitioners. Perhaps we are all speaking "conversations of project management," but can't understand each other? Perhaps the language of researchers is not what practitioners need to hear? Perhaps practitioners and researchers already understand each other more than many think? To create further dialogue between practice and research, and improve the likelihood of mutual understanding, PMRP will adopt an activist editorial model based on several key [editorial and publishing principles](#) that focus contributor and reader attention on public priorities, and the kinds of socially responsible research and practice that address them. But what is the rationale for an activist model and what will the journal content look like as a result?

Traditional academic publishing is rooted in the principle of peer review, the result being only those researchers whose articles "successfully" pass through that review process are published. Those who don't pass this trial by fire must seek other venues to get their messages to a broader audience. One can look at the world of journal content using a simple categorization, inspired in part by the well-known "goals-and-methods matrix" (Turner & Cochrane 1993) (Figure 1). The content most often seen in research journals is "type 2" (see Table 1), that is, research articles that editors "know" are coming, but are "unknown" in terms of their frequency or quality.

**DECLARATION OF CONFLICTING INTEREST** The author(s) declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article. **FUNDING** The author(s) received no financial support for the research, authorship, and/or publication of this article.



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.



# Scopus<sup>®</sup>

WEB OF SCIENCE™

# Qs

**Aims & Scope**

**Peer review**

**Publication ethics**

**Editorial Board & editors**

**No of articles per year**

**Frequency**

**Publication malpractice statement**

Author's Full Address

DOI

Copyright

Citation

Conflicting Interest

Article Type

Corresponding Author Details

Article History

Funding Statement



Cultural Studies  
Review

Vol. 23, No. 1  
March 2017

RESEARCH ARTICLE

## Relationship Structure, Relationship Texture: Case Studies in Non/Monogamies Research

Jessica Kean  
University of Sydney

**Corresponding author:** Jessica Kean, School of Philosophical and Historical Inquiry, SOPHI Office, Room H3.04, Level 3, Quadrangle A14, The University of Sydney, NSW 2006, Australia. [jessica.kean@sydney.edu.au](mailto:jessica.kean@sydney.edu.au)

DOI: <http://dx.doi.org/10.5130/csr.v23i1.4955>

**Article History:** Received 17/04/2016; Revised 31/01/2017; Accepted 09/03/2017; Published 15/05/2017



© 2017 by the author(s). This is an Open Access article distributed under the terms of the Creative Commons Attribution 4.0 International [CC BY 4.0] License (<https://creativecommons.org/licenses/by/4.0/>), allowing third parties to copy and redistribute the material in any medium or format and to remix, transform, and build upon the material for any purpose, even commercially, provided the original work is properly cited and states its license.

**Citation:** Kean, J. 2017. Relationship Structure, Relationship Texture: Case Studies in Non/Monogamies Research. *Cultural Studies Review*, 23:1, 18-35. <http://dx.doi.org/10.5130/csr.v23i1.4955>

ISSN 1837-8492 | Published by UTS ePRESS | <http://csrj.ePRESS.lib.uts.edu.au>

### Abstract

This article develops case studies from qualitative interviews with people in negotiated non-monogamous relationships to ask what discursive or practical factors *besides* non/monogamy might play a role in assessments of a relationship's structure or worth. Beginning with an auto-ethnographic reflection on the way the 'significance' was recognised and misrecognised in one polyamorous 'thrupple', I introduce three case studies of people in negotiated non-monogamous relationships in order to bring a cultural studies method of the particular to the study of intimacy. For the individuals in these case studies, the practice and experience of non/monogamy is inextricably linked to the ideas and practices surrounding gender, sexuality, sex work, friendship, HIV status and ability. Sketching a middle path between the romantic's dream of love as a state of exception or exemption from the social and the theorist's map of the patterned effects of hetero- and mono-normativities, this paper attends to the contingency, flexibility and incoherence which so often underpins the sense we make of relationships, even as that sense is shaped by the practices, ideals and institutions of intimacy, love and friendship.

### Keywords

Non-monogamy; polyamory; feminism; relationships; queer sexuality; mononormativity

**DECLARATION OF CONFLICTING INTEREST:** The author(s) declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article. **FUNDING:** The research for this article was assisted by an Australia Postgraduate Award Scheme.

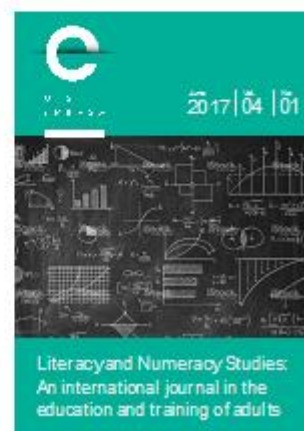








# Future Directions







RED ROUTE  
No stopping  
at any time

NOSH LITE BITES  
SNACKS, DRINKS  
ALL AVAILABLE  
@ THE ROADROOM  
• 0.1% ALCOHOL  
• 100% NATURAL  
• 100% ORGANIC  
• 100% SUGAR FREE

CYCLISTS  
A Healthy Lock  
Gives a Thrill  
a Check

DOAJ DIRECTORY OF  
OPEN ACCESS  
JOURNALS

C O P E

CASPA

*NOT*  
Compliant?



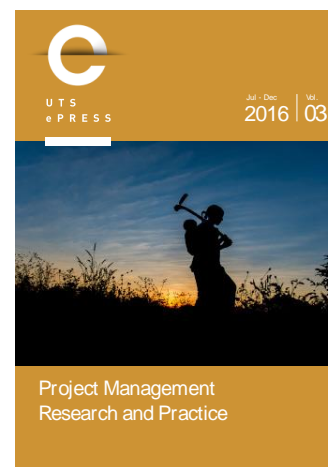


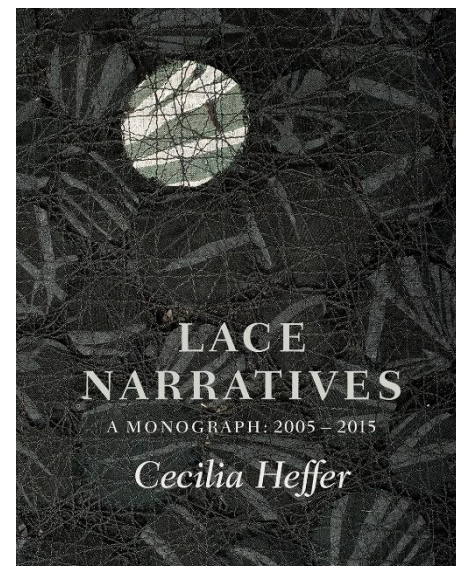
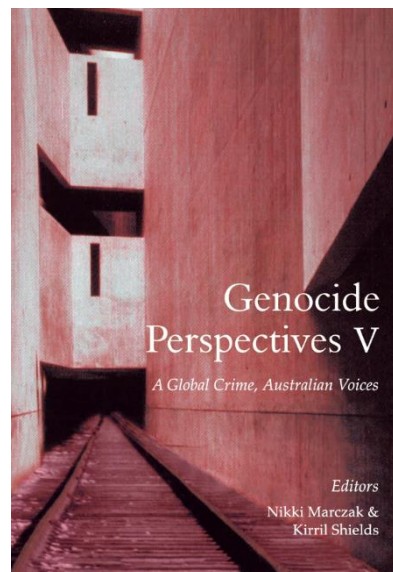
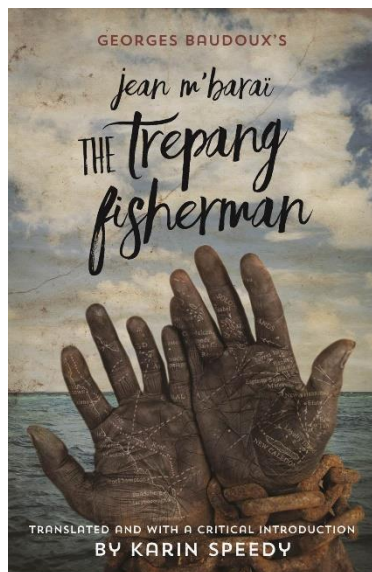
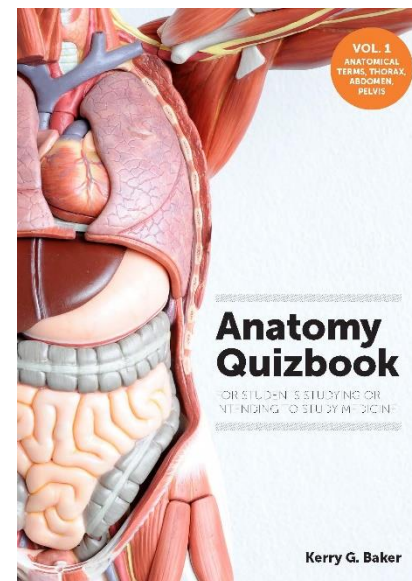
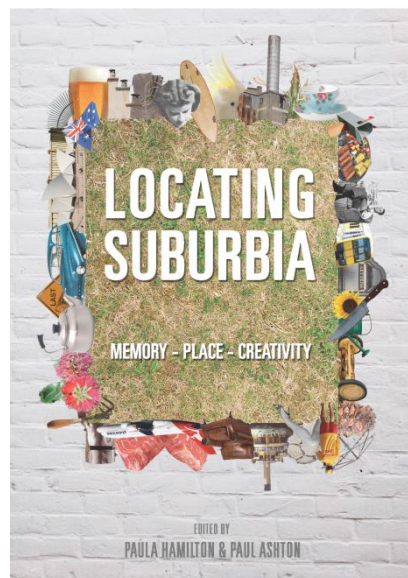


*Indexed in:*

Scopus®

WEB OF SCIENCE™







# Images

“Huh?”: Copyright [Anonymous Bosch](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) [https://www.flickr.com/photos/s\\_gerity/3893184919](https://www.flickr.com/photos/s_gerity/3893184919)

“Shark”: Copyright [Malkusch Markus](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/100419053@N02/11404459235>

“Arenicola cristata egg masses”: Copyright [James St. John](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/jsjgeology/16376129910>

“Greta Oto”: Copyright [Alias 0591](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/renemensen/6983128806>

“Why?”: Copyright [Bart Everson](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/editor/6698208975>

“Open Access Buttons”: Copyright [h\\_pampel](#) via Flickr under Creative Commons Attribution-ShareAlike Generic 2.0 Licence ([CC BY-SA 2.0](#)) <https://www.flickr.com/photos/34070876@N08/3602393341>

“Quality”: Copyright [Jason Taellious](#) via Flickr under Creative Commons Attribution-ShareAlike Generic 2.0 Licence ([CC BY-SA 2.0](#)) <https://www.flickr.com/photos/dreamsjung/12613244714>

“Plus Quilt”: Copyright [Sally](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/quiltsalad/22831399486>

# Images

“How”: Copyright [Infrogmation of New Orleans](#) under Creative Commons Generic 2.0 Generic Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/infrogmation/3376993038>

“Contemplating Sunset”: Copyright [K. Kendall](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/kkendall/10971095216>

“Read/Review”: Copyright [Sebastien Wiertz](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/wiertz/4563724688>

“Studying: Copyright [zwenzini](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/131918149@N07/18706797072>

“Legal & Contract Signature”: Copyright [Blogtrepreneur](#) under Creative Commons Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/143601516@N03/27571322193>

“Keep Calm and Communicate”: Copyright [Heather](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/woolgenie/16202685523>

“I’ll Give You a Tip..”: Copyright [rachaelvoorhees](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/rachaelvoorhees/828354236>

“Engage”: Copyright [Squire Morley](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/squiremorley/9463831925>



# Images

“Communicate” Copyright [Jonny Goldstein](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/jonnygoldstein/8161518829>

“Writing Tools”: Copyright [Pete O'Shea](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/peteoshea/5600161625>

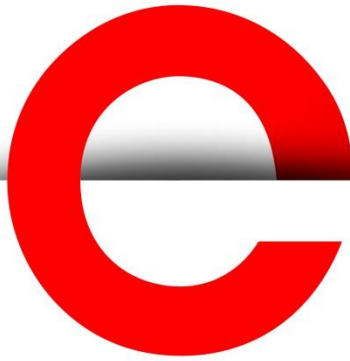
“Patience”: Copyright [beau-foto](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/belkins/2503182015>

“Tips”: Copyright [Colin Davis](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/roughgroove/3891013722>

“Ahead Only”: Copyright [Metro Centric](#) via Flickr under Creative Commons Attribution Generic 2.0 Licence ([CC BY 2.0](#)) <https://www.flickr.com/photos/16782093@N03/4305346314>

“Reject”: Copyright [Lucas Moratelli](#) via Flickr under Creative Commons Attribution NonCommercial 2.0 Generic Licence ([CC BY-NC 2.0](#)) <https://www.flickr.com/photos/lucasmoratelli/6894514803>

“Nutshell 2”: Copyright [Steffen Zahn](#) via Flickr under Creative Commons Attribution NonCommercial 2.0 Generic Licence ([CC BY-NC 2.0](#))  
<https://www.flickr.com/photos/steffenz/3101130384>



U T S  
e P R E S S

**Thank you!**



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.