Formed Operations Committee with EIC, Administrator, Associate Editors for Issues, Submissions, and History.

Updated and expanded policies and procedures for guest editors, authors, and operations.

Created editorial board subcommittees for Nominations, Book Review, Advertising, and Submissions.

Instituted non-solicited submission review policy.

Instituted an editorial board refresh process for diversity of representation and managing term limits. Implemented evaluation criteria for new member selection.

Editorial process for handling documents and revisions placed on a cloud-based collaboration platform.

Hired assistant editor for language and editorial process management.

Updated all related webpages to be consistent with magazine policies and plans.

Began changes to improve digital experience.