

EDITORIAL

Noemica Journal — Dezembro de 2025

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Just over a year ago, Noemica Journal was little more than an internal repository of NEOGEP, the Center for Organizational Studies, Management and People. Today it is a structured space, with an editorial workflow, reviewers, and standards, receiving submissions from authors outside our group. That change did not come without stumbles, and it was precisely through them that we learned the essentials: about ISSN, indexing, and how the scientific publishing market actually works.

This year the journal's purpose also gained a clearer shape. Noemica Journal now brings together research in Psychology, Business Administration, Education, Economics, and Social Sciences, organized around human processes, organizations and governance, and public policy, always with an eye on the UN's 2030 Agenda. In practice, this means we are only interested in publishing science about people if it can, in some way, improve the lives of real people.

Along the way, we ran into a difficulty few authors see from the outside: publishing a scientific article is surprisingly hard, and not always because of the work's merit. On one hand, there is an ever-rising "impact" bar that treats any new journal as suspect until proven otherwise. On the other, a market that solved this problem by charging: fees of hundreds or thousands of dollars, common in prestigious journals. For researchers across much of Brazil and the world, that is not a high fee, it is a closed door. Faced with this scenario, we decided not to charge anyone anything.

That choice comes at a cost. Keeping a journal free is far from simple, and it would be unfair to attribute other journals' fees solely to greed: there are real costs behind a journal, some of them practically impossible to avoid without money. The clearest example is the DOI (Digital Object Identifier), the code that permanently identifies a scientific article on the internet, ensures it remains findable even if the journal's website changes address in the future, and is now a prerequisite for a work to be reliably cited and tracked. There is no cheap path to obtaining it, and this is the kind of expense that weighs on the budget of a nonprofit journal.

We even considered asking readers for voluntary donations to help cover this kind of cost, but we backed away. We feared the idea would sound like a disguised fee, the very

problem the journal exists to avoid, and we also have honest doubts there would be real uptake: in a country with so many urgent causes competing for everyone's wallet, asking for money to keep a scientific journal running would hardly be a priority.

This pressure comes at an especially bad time, with the Brazilian federal education network's budget tighter than we would like. We will not pretend this does not affect us, because it does, quite a lot. But we keep looking for creative solutions to each obstacle that arises, many of which only appear after the journal is already underway, and we are confident we will overcome them one at a time, as we have done so far.

Even on a tight budget, there are investments we do not give up. Every article approved in Portuguese or Spanish is translated into English at no cost to the author, so that language is no longer a barrier to the dissemination of research from outside the English-speaking world. And we work continuously to make articles compatible with screen readers and other assistive technologies. These are small gestures compared to the scale of the challenges, but this is how we understand inclusion: as practice, not as discourse.

A concrete step in this same direction, already for 2026, is inviting leading researchers, from Brazil and abroad, to join Noemica Journal's editorial team. It is not a gesture of vanity, but a bet: the journal gains when it makes room for voices different from those already inside the house. We hope this raises the quality of what we publish and, at the same time, gives more space to realities that usually stay outside the scientific spotlight, other regions, other contexts, other ways of doing research.

If you are an author, a researcher, or simply someone curious about the topics we cover, 2026 is also an invitation: submissions remain open all year round, under a continuous publication model, and every contribution, from an article to an accessibility suggestion, helps the journal grow.

A thank you to all the authors who entrusted their manuscripts to Noemica Journal in 2025, to the reviewers who devoted time to careful assessments, and to every reader who followed this first year, closely or from afar. The credit for this journal standing today belongs to you.

A great 2026 to all of us.

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