

Dear Frontiers in Sustainability team,

Since 2020, we, at the Sustainable Organizations section of Frontiers in Sustainability, have been working to set up the section and contribute making the journal a reference point in sustainability research. As you know, each of us has volunteered part of our free time to set up research topics, bring papers, and review and edit them. We have been doing this because we believe in the idea of the section and the journal and we strive to ensure high quality of the published papers; however, there have been several challenges that we have faced that need urgent solving:

- The pressure to find reviewers for papers in a very short period (less than 7 days)
- The frequency of reminders to edit papers, and make decisions is too short and frequent
- We, associate editors, must make a decision in two days or find reviewers in three days, whereas authors are given only seven days to respond to comments
- Sometimes the way that us (associate and review editors) are treated is very disrespectful, for example revoking review editors from a review without consulting with them
- Often, we receive no or very late response to our questions/requests emailed to the editorial support
- The system is rather unfriendly at times and sometimes it sends emails and reminders that are incorrect or confusing and make us waste our time. For example, we get emails that reviewers have endorsed a paper, and when we log on the system, we cannot see any comments provided by the reviewers, and the system shows the status of the paper as "pending further review" or "review finalized" instead of "endorsed".
- Some reviewers reject to review if they do not have the option not to be visible (i.e. they do not want to be part of the "open review process"). This should be optional, not mandatory
- The AI system very frequently invites reviewers who are not suitable for the papers we receive"

In order for Frontiers in Sustainability (Sustainable Organizations) not to be perceived as a predatory journal we, the research community, need to be in full control of the review process and ensure quality.

We would like to reiterate that we are convinced that this section can become a research reference in the area, it is this conviction that leads us to dedicate our time voluntarily. We agree that the review cycle should be as short as possible; however, this cannot be to the detriment of publishing quality works that contribute to the prestige of this still young section of the journal.

We are keen on materialising the idea of the journal, but we request that the above issues are solved urgently (ideally before the end of this year) for us to keep our motivation and engagement with the section and the journal.

We believe that these actions will lead the Frontiers in Sustainability journal to reach a high reputation, high-quality standard, and recognised in the research communities which will lead the journal to be successfully indexed and increase its impact factor quickly.

Signed

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