

EXHIBIT 111

Message

From: Bandounas, Luaine (ELS-OXF) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=EDA875515E5240119FC0FD911414DC1F-BANDOUNAS, LIAINE (ELS-AMS)]
Sent: 8/24/2020 3:09:48 PM
To: Dunne, Deirdre (ELS-AMS) [D.Dunne@elsevier.com]
Subject: FW: BAE submissions

Yan Chen is EIC and Bert Blocken is one of the Senior Editors (also an AE on another journal). Both are very good editors and nice people.

From: Blocken, B.J.E. <B.J.E.Blocken@tue.nl>
Sent: 23 August 2020 23:03
To: Qingyan "Yan" Chen <yanchen@purdue.edu>
Cc: Bandounas, Luaine (ELS-OXF) <l.bandounas@elsevier.com>
Subject: RE: BAE submissions

*** External email: use caution ***

Dear Yan and Luaine

I have the highest respect for both of you, I hope you know that.

But I cannot continue this way for another 4 months without very detrimental family consequences. There are a few thresholds that have been reached here.

I love the journal but I am sorry to say that there are a few things more important in my life than the journal.

I have very little leverage here.

Best regards

Bert

Van: Qingyan "Yan" Chen <yanchen@purdue.edu>
Verzonden: 23 August 2020 23:52
Aan: Blocken, B.J.E. <B.J.E.Blocken@tue.nl>
CC: Bandounas, Luaine (ELS-OXF) <l.bandounas@elsevier.com>
Onderwerp: Re: BAE submissions

Dear Bert,

I just sent you an email replying your email to the editors before I receive this one. I would like to see if you would accept my proposal. We can work with Luaine for a more sustainable journal structure next year.

Thanks.

Best regards,

Yan

On 8/23/2020 5:40 PM, Blocken, B.J.E. wrote:

Dear Luaine and Yan

I respect Elsevier's way of dealing with editors, although I do not agree with it. At least to me this seems to be very much focused on quantity over quality. With also much lower fees to editors than other editors. I think that is manageable if the submission rates are average. But not when they go through the roof. I cannot work anymore in this way. The quality of submitted papers is declining monotonically. But also the quality with which I handle them is declining monotonically, because there is no time anymore. By the time I have handled five with care, another five keep pouring in, and I cannot go on with my other work. I do hope that the Elsevier wage is not intended to replace my full wage. I do

not want to work this way anymore. I have made four suggestions below. I do not ask you to agree with any of those suggestions, I just want to help. Otherwise I would just have resigned with a short message. But if none of these four are acceptable to you, please do be so kind to accept my resignation.

Thank you

Best regards

Bert

Van: Blocken, B.J.E.

Verzonden: 23 August 2020 22:16

Aan: Qingyan "Yan" Chen <yanchen@purdue.edu>; Lin, Chao-Hsin <chao-hsin.lin@boeing.com>; Kwang Woo Kim <snukkw@snu.ac.kr>

Onderwerp: RE: BAE submissions

Urgentie: Hoog

Dear colleagues

Having thought this over carefully, and having talked with my family, I think the current situation is unsustainable. Due to the success of the journal (which has always been our goal), at least for me, the workload has become unsustainable. This is unrelated to my workload for other journals, which is tiny. It is the BAE workload that seems to have exploded, and this will not improve if after 1/1/2021, even if we will handle papers in a 3:2:2:1 ratio. I also find this would be unfair to Yan. I find it even more unfair to the authors and our community, because the quality of at least my work for the journal has been declining, due to the constant overload of papers coming in. I have served BAE for quite some years but the influx of papers we get now (and the low quality of most of them) is discouraging and unmanageable. I do not want to continue this way.

I think there are four options, all of which are acceptable to me:

- 1) Either Elsevier acknowledges our concern about quality and helps us to manage this large increase in submissions by adding more Editors and/or more Associate Editors (I do not want an increase in remuneration – although the current remuneration is very limited – if this would mean my workload would increase even further). This increase will have to be substantial. Adding one AE will not help enough.
- 2) Or the AEs, who are also members of the editorial team, help out in this increased workload. They might object based on their contract.
- 3) Or we decided to drastically reduce our scope (e.g. no papers on BIM, Construction Management, Financial Issues, Vernicular Architecture, etc. anymore, most of which we do send for review but are rejected in the present situation).
- 4) Or I respectfully resign, and the editorial team finds another editor that does have the time and the willingness for perform such a large workload for such a small remuneration.

Thank you

Best regards

Bert

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Qingyan "Yan" Chen, Ph.D.

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