

Integrity and Professionalism
Graduate Fellows Workshop; October 17, 2014
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Integrity

Definition: "The quality of being honest and fair; firm adherence to a code of especially moral or artistic values" (Merriam-Webster)

The following acts of research misconduct are considered "high crimes" (definitions from the Office of Research Integrity, ORI):

Fabrication = making up data or results and recording or reporting them.

Falsification = manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.

Plagiarism = appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

Examples of other "crimes": Misuse/abuse of human/animal subjects; Revealing confidential information; Unsafe work environment; Conflict of interest; Inappropriate authorship/credit; Sloppy record keeping; Poor mentoring

Federal Requirements

National Institutes of Health (NIH) – Applies to trainees, fellows, participants, scholars supported by training grants (e.g., T32, F31, F32, K08). Suggested topics:
conflict of interest – personal, professional, and financial
policies regarding human subjects, live vertebrate animal subjects in research, and safe laboratory practices
mentor/mentee responsibilities and relationships
collaborative research including collaborations with industry
peer review
data acquisition and laboratory tools; management, sharing and ownership
research misconduct and policies for handling misconduct
responsible authorship and publication
the scientist as a responsible member of society, contemporary ethical issues in biomedical research, and the environmental and societal impacts of scientific research

National Science Foundation (NSF) – Applies to graduate and undergraduate students and postdoctoral fellows

National Institute for Food and Agriculture (NIFA) – applies to everyone involved in the research.

Professionalism

Definition: “The skill, good judgment, and polite behavior that is expected from a person who is trained to do a job well” (Merriam-Webster)

Professionalism requires that you **PREPARE**:

Plan

Have a plan. Know yourself and what you want and need. Develop a strategy for how you are going to accomplish your plan. Approach your work and interactions with *intention*.

Responsible

Be responsible. Be reliable, be on time, meet your deadlines, do what you say you'll do. Take responsibility for your actions and words. If you make a mistake, admit it, take care of it, and move on. Maintain your integrity at all costs.

Engaged

Be engaged. Engage with the people around you and engage in your work. Communicate often and clearly. Be an active participant. Look people in the eyes. Show interest in others and offer to help or collaborate, when appropriate.

Positive

Be positive. Exude a positive attitude that energizes and inspires people around you. Represent your institution well. Control and manage your negative emotions so you can communicate constructively and respectfully.

Attire

Wear appropriate attire. Dress neatly and tastefully. This shows respect for others.

Respect

Respect others. Communicate respect in your words and actions. Be polite during face-to-face interactions and in writing. If you are uncertain how to address someone, err on the side of formality.

Enjoy

Enjoy your life. Enjoy what you do and the people around you. If you do not enjoy your work or your associates, determine what adjustments you need to make so that you do.

SURVIVAL SKILLS AND ETHICS

SLHS 649

Instructor: Jeannette D. Hoit, PhD
Professor, Speech, Language, and Hearing Sciences
Core Faculty Member of the National Survival Skills and Ethics program

Email: hoit@email.arizona.edu

Time/Place: Spring Semesters, Wednesdays, 3:00-5:50 pm / SLHS 409

This course is designed for graduate students and postdoctoral fellows in all disciplines. It provides information and experiences that aid in successful "survival" during the training years and beyond. Topics include:

Effective Speaking
Effective Writing
Authorship, Publication, and Peer Review
Grantspersonship
Teaching/Mentoring
Career Options
Compliance Requirements
Intellectual Property
Integrity in Research and Other Creative Activities

*** Ethical issues are integrated across topics ***

Trainees on Federally Funded Training Grants -- This course includes coverage of the recommended Core Instructional Areas in Responsible Conduct in Research (RCR):

- (1) Conflict of interest (personal, professional, and financial)
- (2) Human subjects, animals, and safe laboratory practices
- (3) Mentor/mentee responsibilities and relationships
- (4) Collaborative research (including collaborations with industry)
- (5) Peer review
- (6) Data acquisition, management, sharing, and ownership
- (7) Research misconduct and policies for handling misconduct
- (8) Responsible authorship and publication
- (9) Social responsibility; environmental and societal impacts of research