

## Annual Statement on Compliance with the Concordat to Support Research Integrity (2017–2018)

### Introduction

The University of Glasgow is a broad-based, research-intensive institution with >4,500 research-active staff and students. The Vice Principal for Research is responsible for ensuring that standards of good research practice are maintained, with support from a team within Research and Innovation Services.

Here we provide a progress review of activities to promote a culture of research integrity. Since the institutional review that we carried out in 2015, we have made significant progress in raising awareness of the research integrity agenda and providing training and support in this area. We are working on the longer-term evaluation of the impact of our new measures and will continue to seek out best practice from the sector.

Glasgow's approach to promoting a culture of research integrity through the roles of Integrity Champions and Advisers has been recognised as a beacon of good practice across the sector. Our model is currently being written up as a case study for both the UK Research Integrity Office (UKRIO) and the Royal Society (as part of their *Research Culture* project).

### Academic Leadership and Communication

We have embedded the roles of our 29 Research Integrity Champions and Advisers into our Colleges, Schools and Institutes, and have made these more visible to staff and students. Our Champions and Advisers meet at least once a year to discuss new and emerging topics, and to cascade learning to more junior staff. Role descriptions are reviewed annually to ensure they are fit for purpose.

We publicised our new authorship guidance (part of our Code of Good Practice in Research) and policy on the responsible use of metrics through an annual communications plan, including social media and staff newsletters, which is carefully monitored to ensure we are getting the word out.

Awareness-raising is also embedded and cross-referenced in staff and PGR training workshops and in our annual research staff conference. In 2018, this flagship event was attended by ~120 participants and included workshops and stalls on understanding the use of metrics, research data management, and open access. We worked with our Postdoctoral Researcher Forum to disseminate information on what the REF means for ECRs. We included this topic as a keynote presentation at the conference as we feel many of the conversations relating to career progression and REF are also relevant to research integrity and the wider research culture.

### Training and Development

Participation in face-to-face research integrity training has been mandatory for all new PGRs since 2016 and we continue to develop our provision in this area for both staff and students, as follows.

682 PGRs attended a face-to-face or webinar research integrity training during 2017–2018 (representing 74% of our 1<sup>st</sup> year PGR population and 10% of the 2<sup>nd</sup> year population). Workshop feedback noted a greater awareness of University procedures, how to raise concerns, ethical practices, plagiarism, and roles and responsibilities in the publication process. Tangible outcomes of training attendance included participants writing data management plans, providing full acknowledgements for all sources, keeping better documentation and records, discussing concerns over author contributions or IP ownership, reporting negative data in full, and signing up for an ORCID.

2017–2018 enhancements to our research integrity training include:

- Further development of our online course, on which any staff or student member can enrol to gain in-depth training and advice on specific topics of interest. Staff participation in this course is now automatically recorded on their professional development record.

Over 100 new staff members have successfully completed the course since October 2017.

- Increased number of places (from 6 to 20) available on the webinar version of our mandatory PGR integrity course, to accommodate students based off-campus, undertaking fieldwork, or with limited accessibility (see quotes below).
- 'Creative Practice' integrity workshops have become embedded in the core workshop programme.
- Tailored courses are offered for postdoctoral researchers to address their particular concerns, such as moving between institutions or taking on supervisory responsibilities for the first time.
- Face-to-face research integrity training is now mandatory for new academic staff as part of the University-wide Early Career Development Programme (ECDP).
- Improved reporting on attendance, and an automated reminder system for PGRs.
- A short online course is being developed on the topics of authorship and data management — 'what you need to know as a UofG researcher' — and we are collaborating with Russell Group institutions to share practice on online training for both new and more experienced researchers.
- In 2017–2018, the University has run a pilot project, offering a small group of students access to plagiarism software for screening of theses / annual PGR reports. This pilot is being undertaken alongside an institution-wide review of similarity checking software. The pilot will enable a wider roll out of similarity-checking software while providing support to students.
- We have advertised for a dedicated researcher development and integrity adviser. This post will allow us to expand and further develop our training support.
- We will deliver training for panel members in misconduct investigations in Q3 2018.

#### **Good practice example of local provision**

The School of Psychology runs the monthly Statistics Tea-Taste, a forum for staff and students in which to discuss key research integrity issues such as the latest statistical methodologies, open science, ethics and reproducibility.

#### **Feedback from PGR integrity webinars**

*"Very informative"*

*"I did receive ethics training as part of my course, but this gave me more depth and a greater understanding of the topic. It will be helpful for me when completing my ethical approval paperwork prior to starting my research."*

*"I will make sure I allow plenty of time to analyse my results, so I don't miss something - I am more confident that I will be conducting myself correctly - having been in a commercial environment for some time the approaches are very different."*

*"It reminded me of the importance of rigour and integrity, and where to go for advice. It explained a few things I hadn't fully grasped."*

### **Ensuring Best Practice**

We have contributed to national and international discussions and practice sharing in this area, including:

- Participation in the Russell Group Integrity Forum and practice-sharing events (e.g. jointly with Committee on Publication Ethics [COPE] in April 2018) and using this group to feed into UK policy.
- Contribution to the Royal Society *Research Culture* project (April 2018).

- Production of a good-practice case study for UKRIO on our Research Integrity Champion and Adviser model.
- Hosting the Consortia Advancing Standards in Research Administration Information (CASRAI) UK Reconnect event in Glasgow in June 2018.
- International practice-sharing through a visit of University of Glasgow staff to the Responsible Conduct of Research offices at Boston University and the Massachusetts Institute of Technology.

### **Changes to Policies and Procedures**

We have updated our Code of Good Practice in Research to include more extensive guidance on authorship, as well as more information for researchers on choosing the most appropriate publication venue for their work. This includes recommending the use of the contributor roles taxonomy (CReDIT) to define contributions to a publication.

We updated our Policy & Procedures for Investigating Allegations of Misconduct in Research to incorporate the policy recently issued by UKRI regarding the notification of funders.

Awareness of open access and research data management expectations have been added to induction checklists for new staff and their managers.

Similarly, in recognition of the potential links between bullying and harassment and research misconduct, we are working closely with colleagues in HR to share approaches and align policies, support, advice and training.

The University is a member of the UK ORCID consortium and is actively working to support and embed ORCID IDs in key University systems. ORCID IDs are captured in the University's institutional repository and are matched against publications. ORCID IDs are also automatically added to our Human Resources system and made available in online staff profile pages.

### **Research Data Management**

The University Research Data Management (RDM) Service continues to provide support and training to researchers at all levels of the University. To supplement the face-to-face training, online training is being developed (including webinars and a moodle course) to improve access for students furth of Glasgow or with limitations on their abilities to attend in person.

2017/18 saw two significant changes in the University's requirements for RDM:

First, the College of Medical, Veterinary and Life Sciences agreed to make RDM mandatory for their 1<sup>st</sup> year PGR students. This workshop was already mandatory in the College of Science and Engineering, so this new development will ensure that over two thirds of all new PGR students will receive formal training on RDM.

Second, the Graduate Schools of all four Colleges have agreed to make data management plans a requirement of the 1<sup>st</sup> year PGR review, where appropriate. This development will help focus the attention of the students and their supervisors on good RDM practices which support research integrity.

### **Misconduct Investigations 2017–2018**

The Table below summarises the nature and status of active formal investigations into alleged misconduct conducted over the past year (August 2017–July 2018). A formal investigation is conducted by a panel to examine and evaluate all relevant facts to determine whether there are sufficient grounds for proceeding with the allegation under the Staff Disciplinary Procedures or Student Code of Conduct.

Cases in italics are ongoing from the previous reporting year.

| <b>Respondent(s)</b>                       | <b>Nature of allegation</b>  | <b>Status</b>  | <b>Outcome</b>   |
|--|------------------------------|--|--|
| <b>Staff</b>                               | Manipulation of data images  | Investigation is ongoing                                 | N/A  |
| <b>Postgraduate Research Student (PGR)</b> | <i>Falsification of data</i> | <i>Formal investigation complete, allegations upheld</i> | <i>Thesis to be amended according to the recommendations of the formal panel, and resubmitted.</i> |
| <b>Staff and PGRs</b>                      | <i>Falsification of data</i> | <i>Formal investigation complete, allegations upheld</i> | <i>4 paper retractions.</i>  |