# Making a Good First Impression: Lessons from designing a Research Integrity Focused Induction



Manchester Institute



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## Introduction: Designing a new induction

They say you never get a second chance to make a first impression, so how can we create a good first impression of research integrity? When researchers begin a new position, they understandably want to start experiments as soon as possible. Induction processes - while necessary - can appear an impediment to 'actual' research. Since 2021 I've been running a Research Integrity specific induction at the Cancer Research UK Manchester Institute, shaped around the UK Concordat to Support Research Integrity. This poster is about how that induction is structured to be as relevant, engaging and interactive as possible.

Mapping Induction elements onto the 5 Concordat Commitments



Institute

**Structures** 

Mentimeter encourages engagement, works online & in-person. I include a low-risk warm-up question ("What's something you've watched recently?") to get the session going!

### Commitment 3: **Supporting Research Integrity**

Concerns

This Commitment allows us to think about ways to "embed integrity and ethical practice" across the Institute, and how researchers are supported in this.

Keeping knowledge upto-date

Importance of training (including this one!)
Highlight support structures for researchers

**Commitment 4: Reporting Misconduct** 

Commitment 4 requires "transparent, timely, robust and fair

processes to deal with allegations of research misconduct". This

provides an opportunity to think about the spectrum of research

conduct, including misconduct, University reporting procedures,

- Discuss how asking questions and engaging with colleagues is part

and the responsibilities we all have for raising concerns.

Mistakes, corrections & publications

A group case study encourages attendees to think about the consequences of publishing errors and how we perceive 'correction' notices on papers

# First things first: What is Research Integrity?

**Start with Positive Principles: Honesty** in all aspects of research **Accountability** in the conduct of research

Professional courtesy and fairness in working with others **Good stewardship** of research on behalf of others

Why research integrity is important: - Public trust in science Reliability of research record - Good use of resources - Benefits of Open Research

Problems in research - Fake data & paper mills - "Replication Crisis" - Ethical issues

How can we support good research practice?

Critical thinking

throughout the

research lifecycle

with attendees is a great opportunity make my role visible, allowing me to act as a signpost for information. They may not remember all the details, but hopefully they will know who to contact and where to go when they need help and support.

Spending 2

hours in person

Commitment 1: Maintaining the highest standards

Researchers are responsible for "understanding...(and) maintaining the highest standards of rigour and integrity in their work". But what are the "highest standards"? We focus on three things:

The importance

of seeking expert

advice & support

The centrality of rigorous scientific record keeping

**Group discussion:** In small groups, attendees discuss the question: "What training have you had so far in record

> Most discover that they and other attendees have had little formal training in record keeping

> > This leads onto discussions of best practice & the "Lab Book Challenge" -> https://bscb.org/wp-content/uploads/2024/03/2024.pdf#page=21

Introduce people attendees need to know Highlight them as key knowledge holders

Reflective practice: Consider the benefits of early interventions in the research process

Case studies from "On Being A Scientist": detailed

adjacent' to encourage thinking about principles

ON BEING

A SCIENTIST

enough for multiple angles of discussion, and 'subject

Case studies: A problem shared...

The Induction includes two case studies. These give opportunity for small group discussion, hearing different viewpoints and exploring ethical issues in a safe space. They also help develop an 'immunity' to poor practice, letting attendees think how they would respond in scenarios they may encounter in the future.

Publication

https://nap.nationalacademies.org/catalog/12192/on-being-a-scientist-a-guide-to-responsible-conduct-in

Post-Publication

**Commitment 2:** Regulatory Compliance

Researchers must "comply with ethical, legal and professional frameworks, obligations and standards" and "ensure that all their research is subject to active and appropriate consideration of ethical issues".

This provides a framework to look at a set of issues requiring particular care and attention, with reflections from one area reinforcing the learning from others

Show how support is provided throughout the publication process Then show how this feeds back into promoting positive change across the Institute ubmission

Misconduct definitions vary between countries;

the induction helps ensure researchers are

familiar with host institution standards

Misconduct

Policies & Detection

induction takes a 'researcher-centric' view. The aim is to showcase the structures and processes

available to support the attendees in conducting research that aligns with their own strong values and personal integrity. I'm conscious of adding to their workloads, so try to make the information accessible and

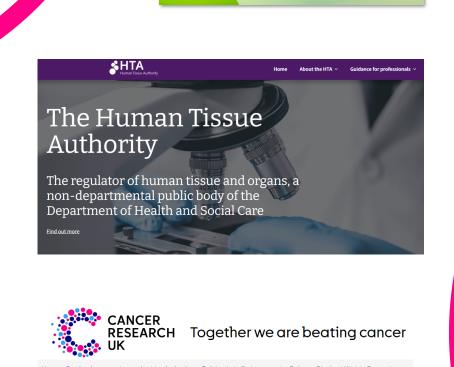
relevant.

Concordat for the Sustainability of Research and Innovation Practice

Animals (Scientific Procedures) Act 1986 An Act to make new provision for the protection of animals used for experimental of



o individuals; to make provision in connection with the Information Commissioner' E IT ENACTED by the Queen's most Excellent Majesty, by and with the advice and consent o



At Cancer Research UK, we expect all people involved in our research to treat each other with dignity and respect, and we consider bullying and harassment of any kind,

provides an opportunity to communicate the latest guidance and policy related to Generative AI in the wider context of good research practice, honesty, transparency,

care and respect (including

environmental costs)

Read more on the CRUK Research Integrity Blog

Policy on Dignity at Work in Research

### The spectrum of research conduct - Summarise processes Clear links to all the documents and policies covering misconduct Fabrication Attendees know where to find the information if and when required Falsification Continuum of Research Integrity • Failure to meet legal, ethical and Emphasise Highlight other professional obligations Misrepresentation approaches for people & Improper dealing with allegations of principles, not asking questions research misconduct Multiple/serial instances of poor policy details and raising research practice Practices (QRP) Research

Include breaks! We take a break at the halfway point, and I tell people ahead of time that it's coming!

What attendees take away

of developing collegiate and supportive environment - Highlight routes for raising concerns are discussed

- Link back to clear guidance about reporting misconduct

from the induction necessary" "Don't be scared to ask colleagues" "Enquire further with supervisor on best way to handle lab Number of responses Being more rigorous in recording "Record things other than my publications or Attendees also receive a follow-up email with all slides and links, a lab book" Concordat PDF and my contact details

conclusion . Tell a story 2. Find links to help group content 3. Share principles, not details 4. Make it interactive 5. Use local, relevant examples 6. Emphasise people over policies 7. Be realistic about difficulties, hopeful

about opportunities

Responses to "What does

good research practice

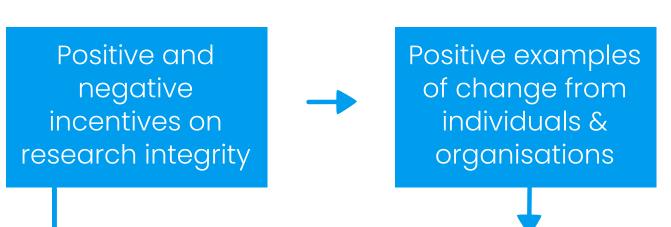
mean to you?"

**Pre-Submission** 

Reviews

Commitment 5: A Culture of Continuous Improvement

Commitment 5 says "We are committed to working together to strengthen the integrity of research". Here we explore the link between research environment, culture and incentives and research integrity.



Responsible

Conduct of

Research

(RCR)

- Research Culture initiatives - Local networks

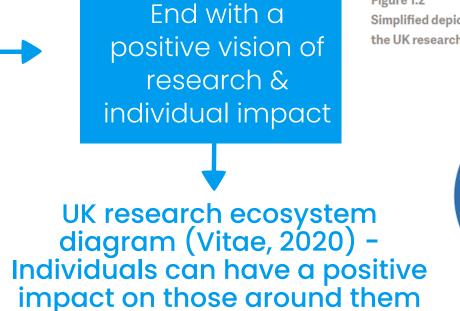
- Registered Reports

- Narrative CVs - Researcher Development Concordat

Training, Support, Positive Research Culture

**Culture of Continuous Improvement** 

https://www.vitae.ac.uk/vitae-publications/reports/research-integrity-a-landscape-study



Simplified depiction of the 'layers' in **GLOBAL** INSTITUTION LOCAL INDIVIDUAL Research integrity: a landscape study, May 2020 (Vitae)

3 - DOI: 10.1177/1747016120926686

1 - https://www.universitiesuk.ac.uk/topics/research-and-innovation/concordat-support-research-integrity

2 -DOI: 10.1080/08989621.2011.557296