



QIMR Berghofer
Medical Research Institute

HTQ Research Integrity Workshop

**Culture, Complexity,
Process and Progress**

Jul 2023

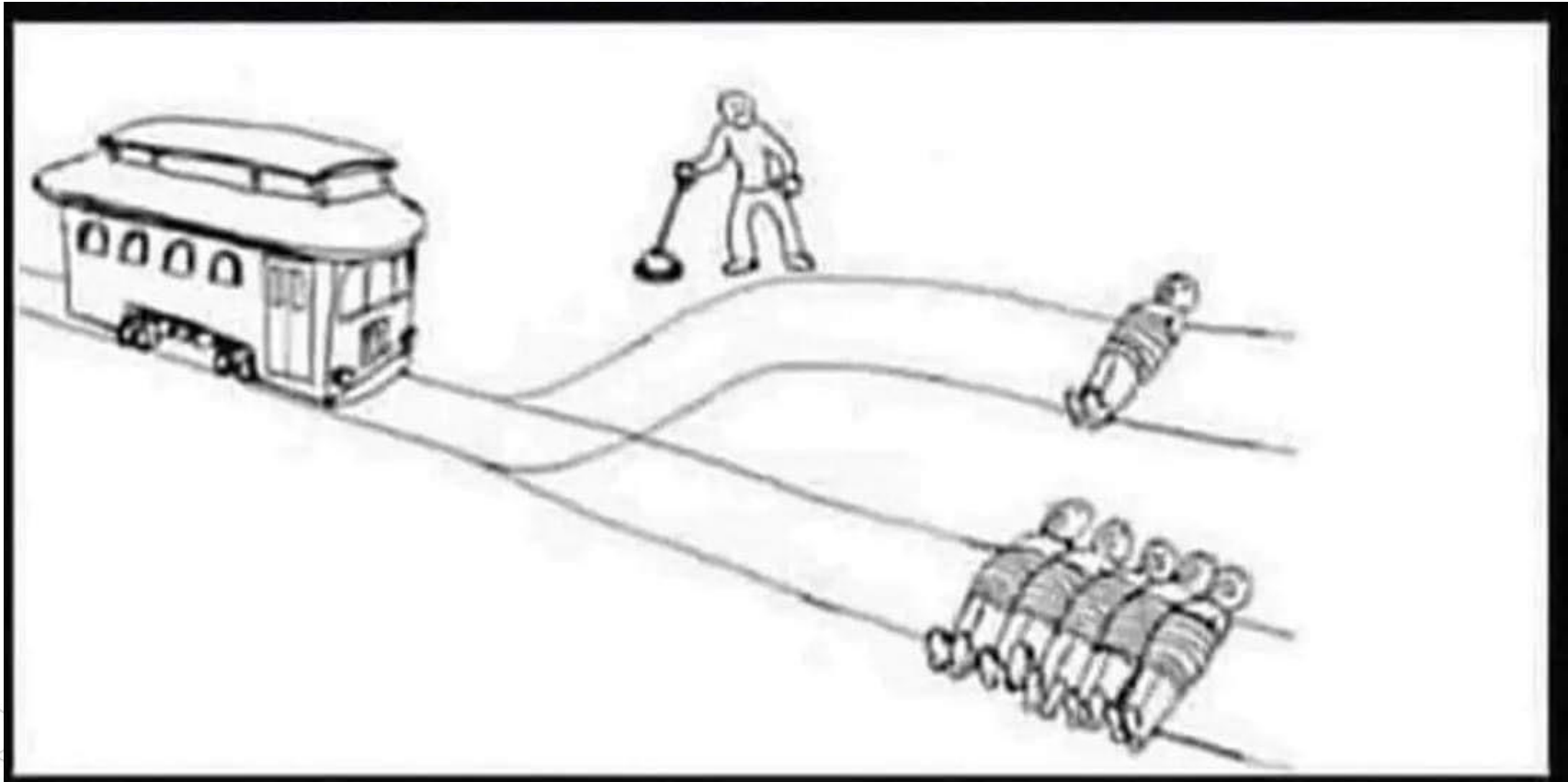


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RIO
RESEARCH INTEGRITY OFFICE

- Honesty
- Rigour
- Transparency
- Fairness
- Respect
- Recognition
- Accountability
- Promotion

Research Integrity- Utilitarianism or Bespoke?



Research Integrity as a cultural barrier

- Size of institution/ entrenched views
- History of integrity issues?
- Different audiences:
 - Senior researchers
 - Mid-career researchers
 - Post-docs/ PhD students
 - Non-research staff



Process Complexity

- Procedural Fairness
- Conflict of Interest
- Oversight by NHMRC/ ARC/ARIC
- Oversight by regulatory bodies



Case Study- Authorship Dispute/ ARIC involvement

- Complainant believed they should be in a different order on a paper and another author shouldn't be on there.
- Resolution: ARIC agreed with Institute.....but it was a very exacting process for little gain

Dealing with culture in research

What does that mean:

- **Attitude?**
- **Ethnicity?**
- **Previous experiences of the research community?**
- **Our approach- are we a sword or a shield**

Honesty

Rigour

Transparency

Fairness

Respect

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Taking a matrix-driven approach to Institutional Culture

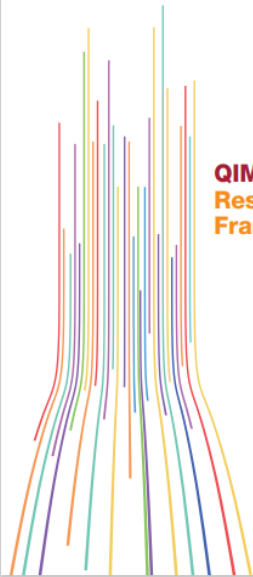
**Level 4-
Fully integrated**

- **Robust research integrity framework which incorporates a clear understanding of questionable research practices is implemented and supported;**
- **institution committed to following the Code and correcting the public record or repaying funding where necessary;**
- **institution ensures barriers that may prevent researchers from raising concerns are removed.**

Our Framework and Plan



**QIMR Berghofer
Research Integrity
Framework**



**Research Integrity
Plan**

**V6.0
12 May 2023**



Training and Education

**Level 4-
Fully integrated**

- **Dedicated Training Officer to support research integrity training.**
- **Structured training available for Designated Officer.**
- **Training developed through evidence-based/co-design approaches.**

Shifting the Research Culture

- **QUESTIONS**

- How to increase awareness of Research Integrity?
- How to integrate Research Integrity into day-to-day research activities?

- **SOLUTIONS**

- Wholesome approach – Top Down / Bottom Up
- Shift training from static online course to interactive workshops
- Start with students and work the way up to senior scientist/group leaders
- Involve participants in the training development
- Appoint RIAs – All career stages/Research Programs
- Induction of new starts to Research Integrity Office
- Emphasise *Rights and Responsibilities*

'Hierarchical top-down implementation is doomed to fail'

Mejlgaard et al (2020) Nature (586) 358-360.

Better research: three areas, nine topics, many actions

Area	Topic	Action*
Support	Research environment	Ensure fair assessment procedures and prevent hypercompetition and excessive publication pressure.
Support	Supervision and mentoring	Create clear guidelines for PhD supervision (such as on meeting frequency); set up skills training and mentoring.
Support	Integrity training	Establish training and confidential counselling for all researchers.
Organization	Ethics structures	Establish review procedures that accommodate different types of research and disciplines.
Organization	Integrity breaches	Formalize procedures that protect both whistle-blowers and those accused of misconduct.
Organization	Data practices and management	Provide training, incentives and infrastructure to curate and share data according to FAIR principles.
Communication	Research collaboration	Establish sound rules for transparent working with industry and international partners.
Communication	Declaration of interests	State conflicts (financial and personal) in research, review and other professional activities.
Communication	Publication and communication	Respect guidelines for authorship and ensure openness and clarity in public engagement.

Nine ways to move from Talk to Walk

Mejlgaard et al (2020)
Nature (586) 358-360.



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Shifting the Research Culture

Interactive Student Workshops

Step 1: Qualitative Survey to seek input

RE-AIM approach: **R**each, **E**ffectiveness, **A**doption,
Implementation, **M**aintenance

Results: **66 responses**



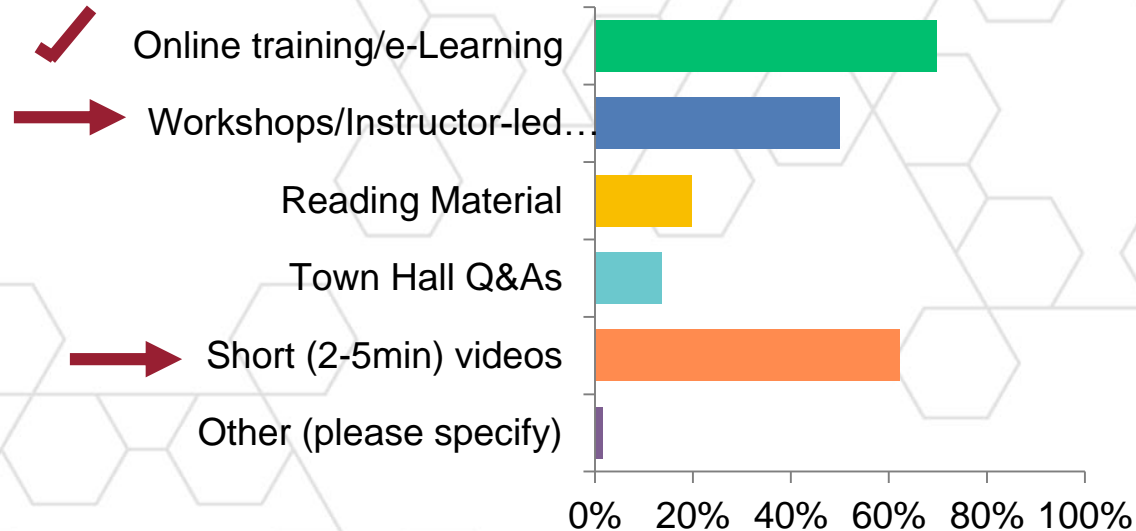
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Results:

Training Delivery





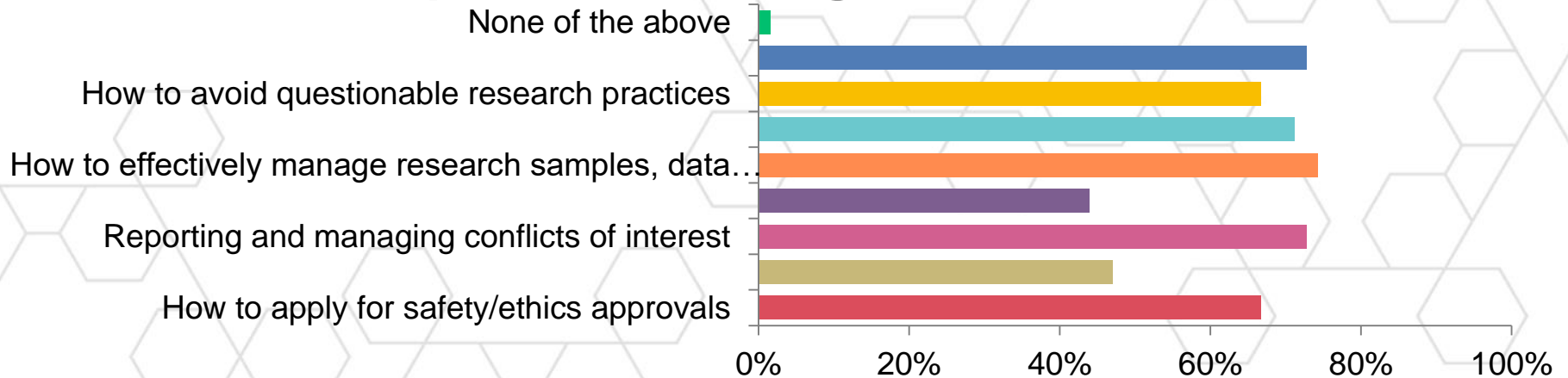
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Results:

Topics for Training



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Interactive Student Workshops

Step 2: Research Integrity Student Workshops

- Split into 4x 1 hour sessions covering – Authorship, Record Keeping & Data Management, Conflict of Interest, Research Integrity
- Short videos 
- Case studies, scenarios, interactive questions (via  Mentimeter)





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Step 3: Feedback Response (out of 120 students)

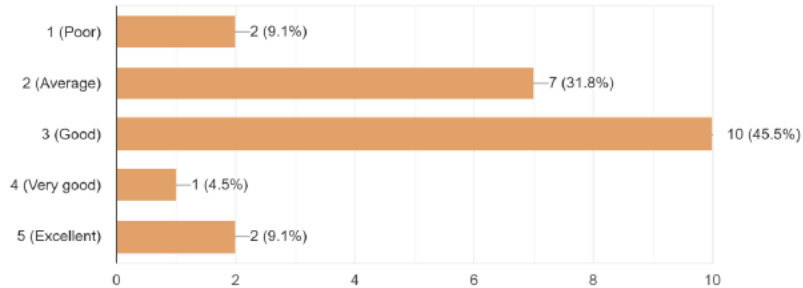
Results –

- Authorship & Record Keeping – **6** responses
- COI – **22** responses
- Research Integrity – **17** responses

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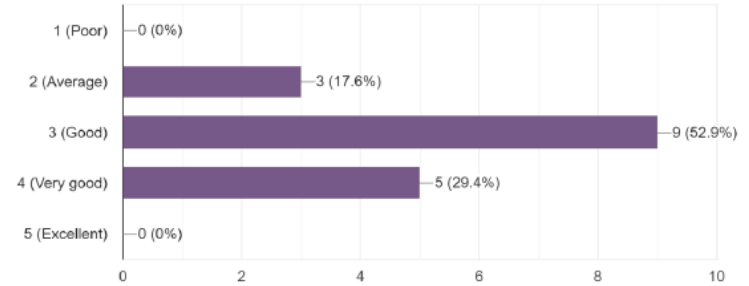
Your level of knowledge at the start of the workshop
22 responses

Conflict of Interest

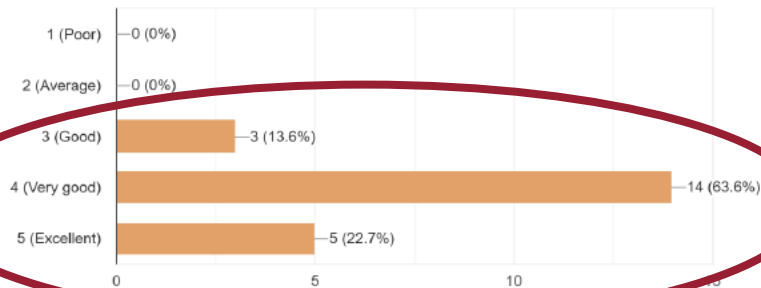


Your level of knowledge at the start of the workshop
17 responses

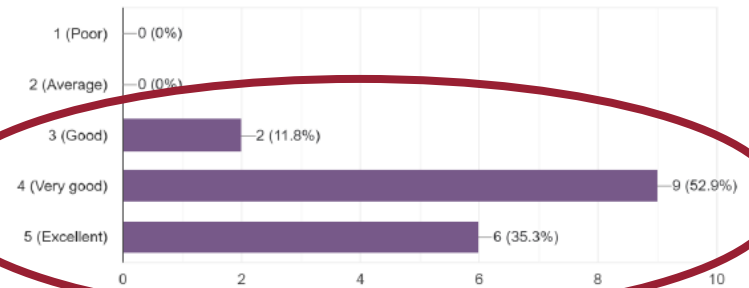
Research Integrity



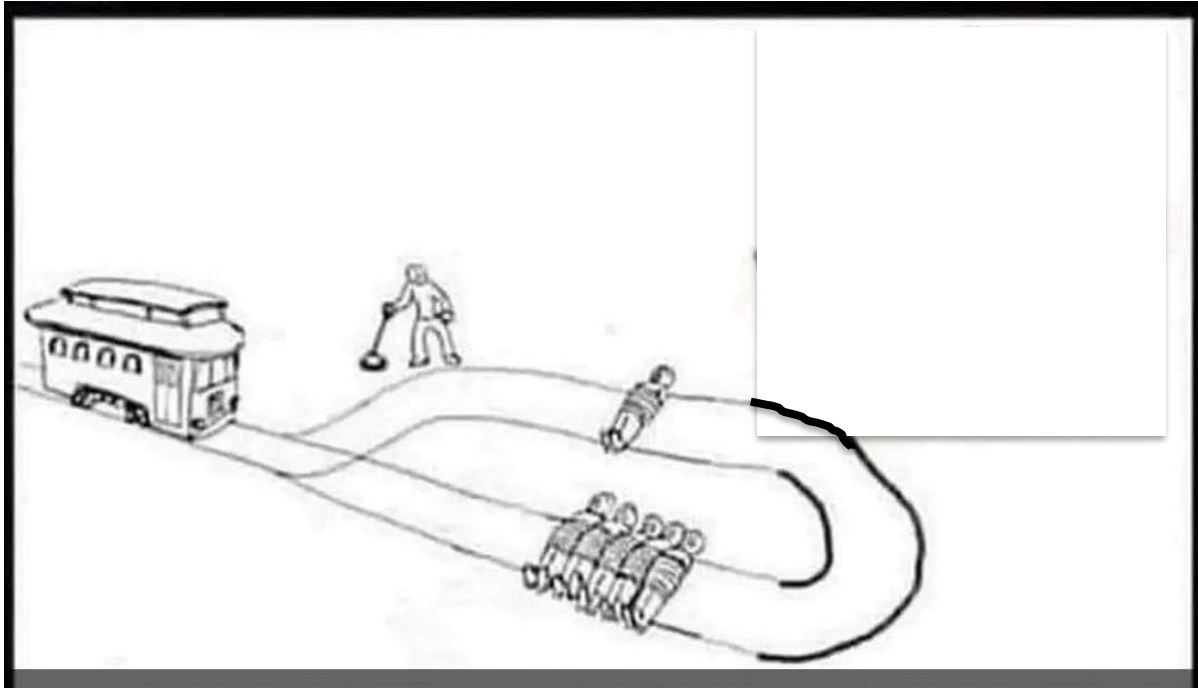
Your level of knowledge at the end of the workshop
22 responses



Your level of knowledge at the end of the workshop
17 responses



Definitely- Utilitarianism



“**INTEGRITY,**
THE CHOICE BETWEEN
WHAT'S CONVENIENT
AND WHAT'S RIGHT.”

-Tony Dungy, *Uncommon*

AllProDad.com



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