EURAM Professional and Research Integrity

1. Background

The European Academy of Management (EURAM) is a professional community of engaged management scholars and practitioners. EURAM aims to enhance the quality of management research, improve its relevance for responsible and effective practice, and contribute to the social discourse on management. EURAM members adhere to the highest ethical standards in their professional practice, when acting in official roles representing EURAM and when participating in all EURAM activities. The general need to adhere to such standards is reflected in the EURAM statutes as a requirement of membership (Article 3).

There is a mechanism in the EURAM statutes that allows for the termination of membership by a decision of the Executive Committee if a member is found to be in 'serious breach' (Article 3.4., c). However, to date EURAM has not developed any policies or codes in relation to professional and/or research integrity. As EURAM is developing, alongside external drivers such as the revised European Code of Conduct for Research Integrity (2017), there is now a need to develop policies for professional and research integrity, as well as mechanisms for handling charges that integrity standards have been compromised or violated.

This paper forms an initial proposal to advance this agenda by outlining principles of professional and research integrity, integrity standards expected of EURAM members, as well as processes and responsibilities for investigating alleged misconduct.

2. Principles of Professional and Research Integrity

The principles for professional and research integrity are statements of values that underpin the professional responsibilities and conduct of all EURAM members. These principles draw on wider frameworks, including the European Code of Conduct for Research Integrity (Revised Edition 2017), the UK's Concordat to Support Research Integrity, and that of other scholarly societies.

Principle 1: Responsibility

EURAM members are aware of the ethical, legal, professional and scientific responsibilities incumbent to the specific communities within which they work, EURAM itself, and wider society. EURAM members accept responsibility for their own behaviours and are concerned for upholding professional and research standards of others.

Principle 2: Accountability

EURAM members accept accountability for their research and professional activities to funders and society at large. For research, that involves being accountable for the research from idea to publication as well as its wider impacts.

EURAM Professional and Research Integrity - 2 April 2018
Approved by the EURAM Board in June 2018

Principle 3: Honesty and Integrity

EURAM members commit to developing, undertaking, reviewing, reporting and disseminating research in an accurate, transparent, fair, full and unbiased manner. In all professional activities, EURAM members conduct themselves honestly and do not intentionally engage in mis-representations of facts and their own and other's areas of expertise.

Principle 4: Respect and Fairness

EURAM members treat students, colleagues, research participants, funders and society at large with respect, dignity, fairness and care. EURAM members value diversity and champion equal opportunities. EURAM members do not discriminate against others on the basis of ethnicity, gender, gender identity, age, religion, disability, sexual orientation, social background, national origin, political beliefs or any other aspects of personal identity.

Principle 5: Cooperation

EURAM members promote the open exchange of ideas, research methods, data and results, whilst respecting individual and collective rights to privacy in compliance with national and international legislation. Collaboration with a wide range of other academic and non-academic stakeholders is encouraged, and EURAM members will seek to enable all participants to contribute meaningfully to all aspects of professional and research practice.

3. Integrity Standards

Integrity standards are enforceable and apply to all members participating in EURAM activities and members in official EURAM roles.

Standard 1: Research Misconduct and other unacceptable practices

EURAM members do not engage in research misconduct and other unacceptable practices. These include, but are not necessarily confined to, the following:

- Fabrication of research results
- Falsification through manipulating research processes or changing, omitting or suppressing data or results
- Plagiarism
- Manipulating authorship or denigrating the role and contributions of others in publications
- Re-publishing substantive parts of one's own publications (including translation) without due acknowledgement or citation of the original
- Unethical citation practices, such as selective citations to enhance own work
- Allowing other parties (funders, sponsors, reviewers) to introduce or promulgate biases
- Delaying or inappropriately hampering the work of other researchers
- Accusing other researchers of misconduct in a malicious way

- Mis-using seniority to encourage violations of research integrity and/or ignoring or covering up violations of research integrity

Standard 2: Conflicts of interest and avoidance of personal gain

EURAM members contribute to the community by devoting part of their time for little or no compensation or personal advantage. EURAM members should avoid any personal gain and take all reasonable steps to avoid personal and professional conflicts of interest or the appearance thereof. Specifically:

- EURAM members should neither offer nor accept any financial or non-financial inducements on a personal basis or on behalf of EURAM.
- EURAM members refrain from taking on roles in which their personal or professional interests and relationships may compromise their objectivity or competence, or lead to exploitation or harm.
- EURAM members disclose information on personal and professional interests and relationships that are an actual or potential source of conflict of interest.
- EURAM members abstain from certain actions or roles where conflicts of interest demonstrably exist.

Standard 3: Privacy and Confidentiality

EURAM members have an obligation to respect national and international laws regarding privacy and ensure that confidential information is protected. Specifically,

- EURAM members adhere to the principles of the EU's General Data Protection Regulation (GDPR – Regulation EU2016/679) in relation to EURAM-related[1] data.
- EURAM members take due precautions to respect confidentiality, including the integrity of confidential deliberations, activities or roles, within legal and ethical limits.
- EURAM members will under no circumstances use information gained in a confidential context to their personal or professional gain.

Other

- EURAM members do not engage in any unfair discrimination on grounds of personal characteristics including, but not necessarily limited to, age, gender, gender identity, ethnicity, race, religion, disability, sexual orientation, social background, national origin, political beliefs.
- EURAM members do not engage in sexual harassment, or any other type of behaviour that is harassing or demeaning to others.

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[1] Research data is not within scope of the EURAM policy, as it would normally be governed by the institution employing the researcher.

- EURAM members do not exploit others over whom they have any type of authority.

4. Dealing with Allegations and Violations of Professional and Research Integrity

EURAM members must ensure that they are familiar with EURAM's principles and policies on research and professional integrity – lack of awareness or understanding is not a defence for breaches of research and professional integrity.

In investigating violations and allegations of violations, EURAM will follow principles of integrity and fairness as identified in the European Code of Conduct for Research Integrity:

1. Procedures for dealing with violations and allegations of misconduct are published on the EURAM website and accessible to ensure their transparency and uniformity. All charges and responses are made known to the parties involved, and decisions are documented.

2. Each allegation or complaint is investigated fairly, comprehensively and in a timely manner without compromising accuracy, objectivity or thoroughness. Investigations are carried through to a conclusion.

3. The parties involved in the handling the complaint must disclose any conflict of interest and recuse themselves from the investigation.

4. Procedures are conducted confidentially but within the procedure, individuals involved, their complaints and responses are known to each other.

5. Anyone accused of breaches of professional or research integrity is presumed to be innocent until proven otherwise.

6. Actions are taken against persons for whom the allegation is upheld, in proportion to the severity of the breach. Where necessary, restorative actions are taken when a person is exonerated of an allegation.

7. Investigations under the policy are not legal proceedings and are closed to counsel of all parties.

5. Roles and Responsibilities

Existing:

EURAM Executive Committee: "can decide to exclude or suspend a member for serious breach. Prior to all decisions of suspension or exclusion the member must be given the opportunity to present his/her arguments." (Article 3.4.)

EURAM Professional and Research Integrity - 2 April 2018
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EURAM General Assembly: "The member excluded by the Executive Committee can lodge an appeal with the General Assembly." (Article 3.4.)

Proposed

EURAM Professional and Research Integrity Committee

Membership: 2 fellows and 1 EURAM member at large (selected by the Executive Committee)

Tenure: 3 years, renewable 1 term

Responsibilities: screening all enquiries regarding matters of professional and research integrity; review and propose amendments to integrity principles, standards and procedures; investigate allegations of breaches of professional and research integrity and make recommendations on actions and outcomes to EURAM Executive Committee

EURAM Executive Committee

Membership and tenure as per statutes

Responsibilities: publishing Professional and Research Integrity policies, codes and procedures on the EURAM website, set up a confidential whistleblowing mechanism, take decisions and implement actions and outcomes of investigations conducted by EURAM Professional and Research Integrity Committee

EURAM Board

Membership and tenure as per statutes

Responsibilities: have oversight of the EURAM professional and integrity framework; consider appeals against decisions by Executive Committee.