

Research integrity and
responsible research culture
for teams

Course manual

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Foreword

Dear lecturer/researcher,

Welcome to the team training course "Research Integrity and Responsible Research Culture for Teams"!

Whether you are participating in research for the first time, or already have several studies to your name, you probably have experience working in a team. Everyone can cite an example of a difficult situation where not everyone on the team would make the same decision, or a situation where you all feel, "we'd really like that to be different.

How do you deal with this as a team? How can you make good and honest decisions together that all those involved can support, even when some people would perhaps have preferred to see things differently? And how do you deal with the situations that bother you all to a greater or lesser extent? In this training we focus on the dilemmas surrounding responsible research, and look at the research culture in the team, or more broadly: within the institution. Together with the team, we work towards concrete plans that you can use to do and continue to do good and honest research together. A customized plan, for your team.

We wrote the training with care, taking into account as much as possible the wishes and needs of the lecturer/researchers we spoke to from various fields and corners of the Netherlands. We hope the training will give you great conversations and insights.

TETRIAS Working Group

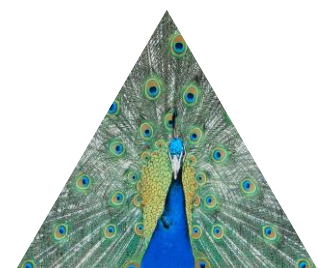
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General information

A.1 Course Description

"A group learns much better than an individual, especially on complex issues."

"Ideally, you just want to have a whole team or from one course in your course all the time, so that there's dialogue between each other and that there's a vision for it."

"I think you can learn from each other, so the senior researcher precisely from the questions a junior researcher asks and the junior researcher from the experiences of the senior researcher."

Reason for this training

Since October 2018, the Dutch Code of Scientific Integrity has been in effect for all research institutions, including universities of applied sciences. By signing this code, colleges of higher education are, among other things, tasked with providing training for their researchers in conducting responsible research. Until now, universities of applied sciences themselves did not systematically offer such training.

Seven universities of applied sciences, in cooperation with the Association of Universities of Applied Sciences (VH), took the initiative to develop training on "responsible research. To determine which topics should be covered and what the objectives of the basic training should be, researchers from seven universities of applied sciences were asked in interviews about practical examples of integrity issues and moral dilemmas in their work. These examples and experiences from various fields were then translated into the learning outcomes of the training to be developed. This led to two training courses: the "Basic Research Integrity Training" for individual researchers and this team training course "Research Integrity and Responsible Research Culture for Teams.

The above quotes are a sampling of the interviews, and illustrate the rationale for developing a training for teams in addition to the basic training. More results will be shared via www.tetrias.eu when published.

Team Training

The Research Integrity and Responsible Research Culture training for teams is aimed at research groups, professorships and other collaborations within which people are eager to work on the shared research culture in order to promote research integrity. In a series of 4 meetings where the trainer comes on site, the team works together on a concrete plan to nurture that responsible research culture together. Different forms of conversation are practiced in order to properly discuss the topic of research integrity and all kinds of questions and doubts that may accompany it in the team.

A.2 Learning Objectives

After this training, the team and can a team member:

1. Identify and discuss Research Integrity (RI) issues in own work
2. Fulfilling *RI stewardship* of the team and team member by identifying what personal values are and what values are considered important in the team
3. Arrive at decision making with integrity by engaging in constructive dialogue on RI issues and interpreting and weighing different interests in HBO research
4. Jointly establish actions that increase alertness to RI issues in HBO research, make the topic discussable and develop a work atmosphere that promotes RI.

A.3 Program and time investment

The training consists of four meeting of two hours each, preceded by preparatory assignments of about one hour per meeting. During the meetings, we will discuss integrity issues and responsible research culture in a variety of discussion formats.

As the quotes at the beginning of this chapter show, having the conversation is an important part of doing research responsibly together as a team. The training gives you the tools to continue that conversation even after the training.

Meeting 1 focuses on the team's learning questions and the introduction of the topic of responsible inquiry. In two exercises, the first forms of conversation are covered.

Meeting 2 delves deeper into (one of) the goals you are working toward as a team with this training by exploring together what makes a good researcher and a good research team. The conversation form CURA will be introduced which you will practice on your own in preparation for meeting 3. After a reflection on this, we will use an in-depth discussion format to examine a case study that you yourself have provided.

Meeting 4 revolves around the experienced research culture and its development, and results in an action plan jointly drawn up by you. Then, as a team, you can put what you learned - and developed together - into practice!

Conditions and advice for participation

Some prior knowledge in the team of the topic of research integrity is assumed. For example, because a significant portion of the team has previously participated in basic training or has received similar training elsewhere. When prior knowledge is present in the team only to a limited extent and there is no possibility to have a significant part of the team participate in such a basic training in the short term, an additional "preparation package" can be offered in consultation with the trainer. Depending on the prior knowledge present and the themes and wishes expressed by the team at that time, the composition of such a 'preparation package' will be determined. It can, for example, be a combination of online modules, literature, videos and possibly an assignment.

The training consists of four meetings of 2 hours each. Preferably these are 3-weekly or monthly meetings. In principle, all members of the team participate in all meetings. When there are too many cancellations for a meeting, it will be cancelled and the next meetings will be postponed. The minimum number of participants per meeting for the team will be decided beforehand in consultation with the trainer.



Session 1

1 Meeting 1

Table 1, part 1: team training program - day 1

	Preparation	Meeting (duration: 2 hours)
Day 1	1.1 Team members view summary online module	Introduction (10 min)
<i>(Goals 1 and 3)</i>	1.2 Team discusses learning questions with each other	1.3 Trainer identifies desires and expectations (Dream/Disney method) (25 min)
	<i>Duration: 1 hour</i>	1.4 Short exercise with debate dialogue + agreements on confidentiality and respect are made (25 min)
		Break (10 min)
		1.5 Inventory of topics the group thinks about when it comes to RI and good research and question each other about why that is part of RI (or not): mind map using TOVEREN (45 min)
		Harvest and conclusion (5 min)

Preparation: assignment 1.1: Introduction to research integrity

Some prior knowledge of 'responsible research' is assumed for this training. Some team members may have already taken the basic 'Responsible Research' training. For those who have not, we recommend at least completing [this online module](#).

For those for whom a previous training on research integrity is some time ago, the summary of the online module (see Appendix C) may help refresh the memory.

Answer the following questions for yourself:

- What struck you most in this module? What did you find surprising? Or was there something you had never thought about before?
- What topics would you like to know more about? Is there a topic touched on in this module that you would like to learn more about or talk about further in this training?

Make notes of your answers so that you can include them in the discussion with the team (assignment 1.2).

Preparation: assignment 1.2: Team learning questions

Schedule a meeting together with the team before the training starts. Discuss with each other your answers to the questions in assignment 1.1.

- What similarities and differences in your answers stand out?
- What questions of each other can you already answer on your own? Team members who have taken training on research integrity before may be able to share some experiences from that.
- What questions remain? And which topics do you think are most important?
- Are there any other things you would like to get out of this training? For what purpose do you participate in the training?

Summarize the results of this consultation and agree who will send it to the trainer [susan.berentsen@han.nl] before the start of training.

Closing: Harvest by the team

Discuss with each other the "harvest" of this session and how you will prepare for the next meeting.

Discuss with each other:

- What pre-established learning questions did you address in this session? And what have you learned about them? Which (sub)questions are still open? And have any follow-up questions arisen?
- How did you find talking about integrity issues in research together? What went well, and what makes it difficult? What agreements about such conversations did you make among yourselves?

Agree who will give a brief feedback of the above to the trainer.