

Ethics & Relationships in the Laboratory

Conflicts of Interest
Authorship

Conflict of Interest at K-State

Ownership: Ownership interest in any corporation, partnership, trust, joint venture, and every other business interest, including land used for income which you or other members of your household own or have owned within the preceding 12 months, which represents a legal or equitable interest exceeding \$5,000 or five percent, whichever is less. Ownership of intellectual property, e.g., patents, royalties, and copyrights is also included. Ownership of funds and holdings acquired through the Regents' retirement programs is not included.

Are there any ownership interests you have or a member of your family has which meet this criteria? **Yes** **No**

Remuneration: Receipt of salary, compensation, fees, commission, anything of value, or economic benefit conferred within the past 12 months in return for services rendered or to be rendered from one or more outside entities, in excess of \$5,000.

Office: A position or office of director, officer, associate, partner, or proprietor in any outside entity in which greater than 5% ownership is held or for which more than \$5,000 compensation is received.

Financial Interests Received From any Foreign Entity: Receipt of salary, anything of value, or economic benefit, including sponsored travel, conferred within the past 12 months, or will occur in the next 12 months, received or to be received from any foreign entity, including governments and universities, in return for services rendered or to be rendered. This includes fees received from private consulting or other international business activities, from any one entity or any government.

Conflict of Time Commitment: As discussed on the introductory page, as an employee you must disclose actual and potential conflicts of time.

Have you engaged in any activity (not previously disclosed) or do you expect to engage in any activity in the future that could impact or appear to impact your primary professional responsibility to K-State, your primary commitment of time and intellectual effort to K-State, and/or your presence on campus commensurate with your appointment? Some examples may include consulting, outside employment, public service, pro bono work, or serving as an officer of an external entity, even without compensation.

K-State Policies and Procedures Manual

Consensual Romantic Relationships Involving Students

Chapter 4094

To protect the integrity of the University academic environment, consensual romantic relationships between employees and students are prohibited when the employee has direct evaluative or supervisory authority over the student. In such instance when a relationship arises contrary to this policy, the employee shall immediately disclose the relationship to the employee's supervisor or department/unit head. The employee shall cooperate with the supervisor, in conjunction with department/unit head as necessary, to sever the evaluative or supervisory relationship and eliminate the existing or potential conflict of interest. A violation of this policy may lead to disciplinary action as appropriate, up to and including termination of employment.

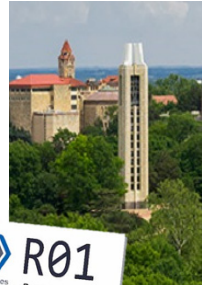
Individuals who believe in good faith that this policy has been violated should report the violation to the employee's supervisor or other appropriate University official.

Nepotism and Employee Relationships

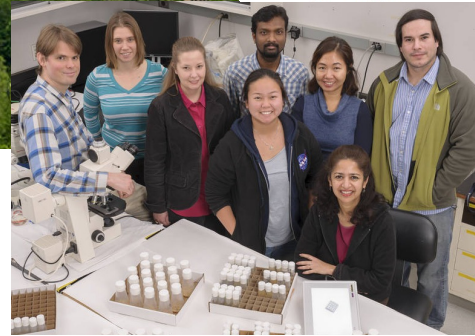
Chapter 4095

If a person is in a position which requires an evaluation or a personnel decision such as those concerning appointment, retention, promotion, discipline, transfer, tenure or salary of a family member, someone with whom such person is in a consensual romantic relationship, or a member of such person's household, such condition shall be deemed a conflict of interest and that person shall not participate in such a decision, and that person shall not participate in any group or body which is considering any such decision.

Age-Old Conflicts (& Impacts)



Bobby Bill



\$2000

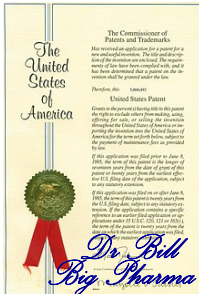
Dr Bill, PI

Consultant 3x / yr

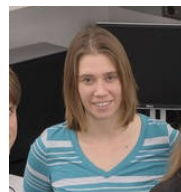
'Gift' ★ ⓧ ★ ⓧ

Relationship 'Evolved'

Sci Adv Bd
\$12,000+



\$180K

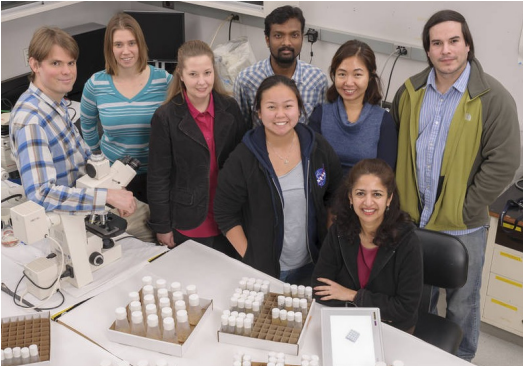


Collaborator?



Age-Old Conflicts & Reflection

- Communicate
- Transparency
- Trust
- Team
- Percent Effort - cover commitments
- Know Goals & Endpoints
- Know & Follow Policies
- Keep complete records



Authorship

Put it before them **briefly** so they will read it, **clearly** so they will appreciate it, **picturesquely** so they will remember it and, above all, **accurately** so they will be guided by its light.

Joseph Pulitzer

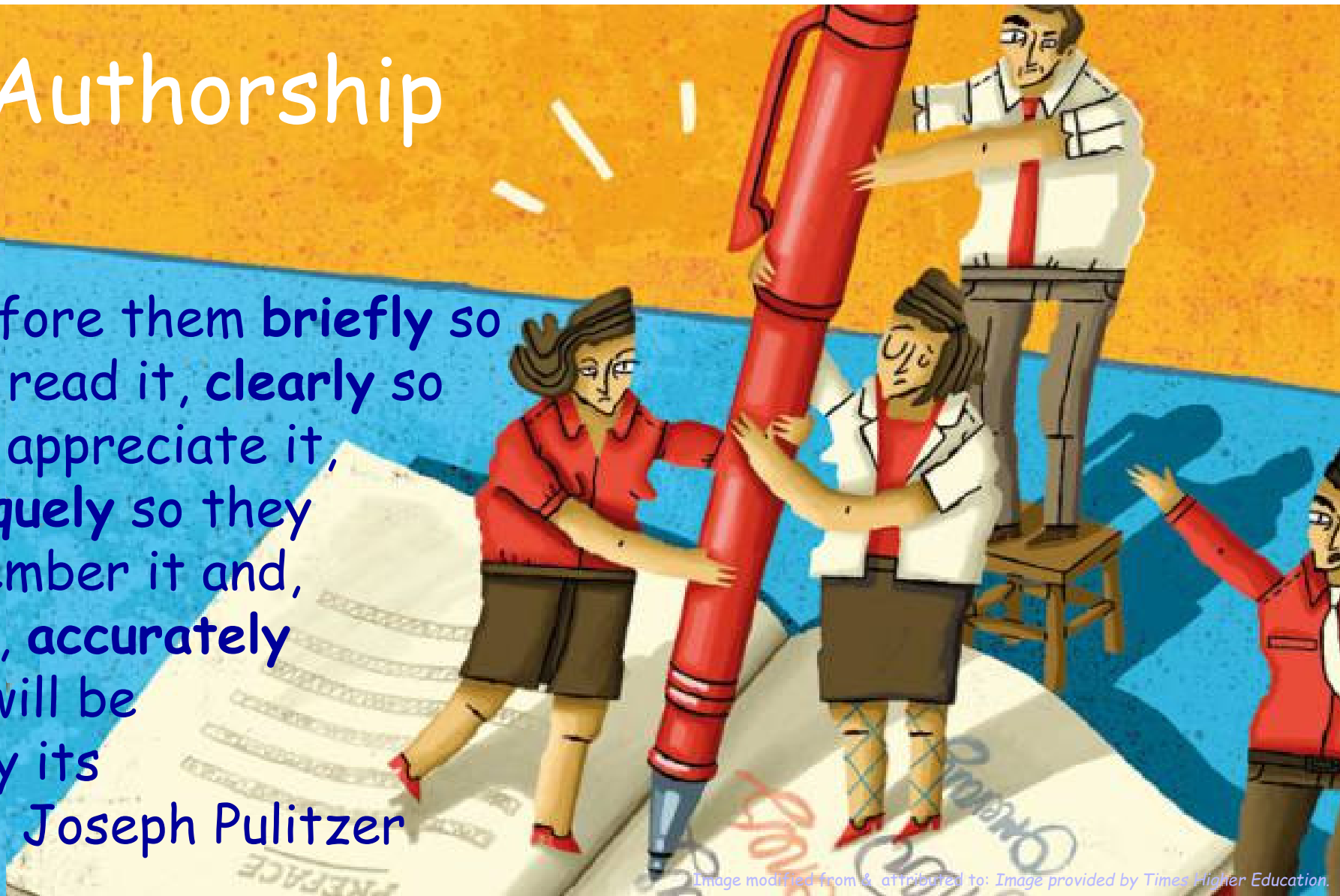


Image modified from & attributed to: Image provided by Times Higher Education.

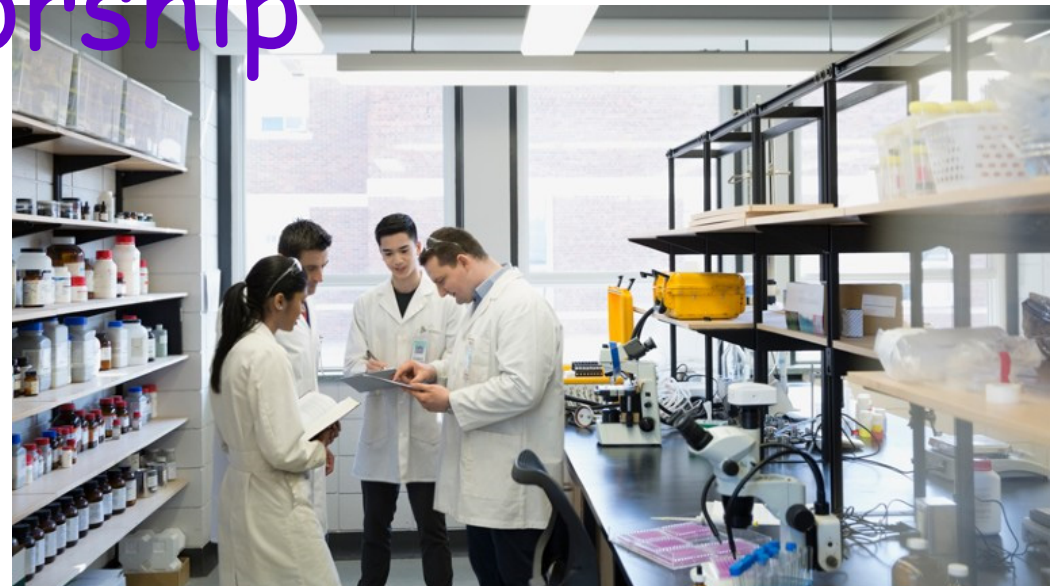
Authorship

Resources:

- _____. *Defining the Role of Authors and Contributors*. International Committee of Medical Journal Editors. 2023.
<https://www.icmje.org/recommendations/browse/roles-and-responsibilities/defining-the-role-of-authors-and-contributors.html>
- Strange K. *Authorship: why not just toss a coin?* Am J Physiol 295: C567-575, 2008.
- Dance A. *Authorship: Who's on first?* Nature 489: 591-593, 2012.
- Albert, T & E Wager. *How to handle authorship disputes: a guide for new researchers*. The COPE Report, 2003. p 32-34.



Authorship



Responsibility & Accountability

Author responsibilities:

- Direct & substantial intellectual contribution
- Engage in:
 - Concept, Conduct, Collect, Condense, Compose, Approve
 - Creativity, true intellectual content
- Discuss early & often



"Who's on first?"

Author accountability

- Reveal conflicts of interest (COI)
- All authors accountable for the accuracy and integrity of all aspects of the work
 - Requires communication & trust



Authorship Conventions

Types of authorship:

- First
- Last
- Middle
- Primary
- Senior
- Corresponding
- Guest
- Ghost
- Honorary
- Courtesy
- Posthumous
- Extortion of
- Denial of

Author order:

- First, Last
- Discipline associated
- Flip a coin?
- Discuss early

