

**Department of Aquaculture and Fisheries  
Policy on Student Employment and Research Misconduct**

The Department of Aquaculture and Fisheries at the University of Arkansas at Pine Bluff conducts research in support of aquaculture and natural resource management. The Department employs graduate students, student workers, and other help to conduct this research. It is imperative that Department employees understand the importance of properly conducting scientific research, and the seriousness of research misconduct. The Federal Office of Science and Technology published a Federal Policy on Research Misconduct (Federal Register: December 6, 2000 Volume 65, Number 235, Page 76260-76264). The following are excerpts from that Federal Policy...

**I. Research Misconduct Defined**

Research misconduct is defined as fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results.

Research, as used herein, includes all basic, applied, and demonstration research in all fields of science, engineering, and mathematics. This includes, but is not limited to, research in economics, education, linguistics, medicine, psychology, social sciences, statistics, and research involving human subjects or animals.

Fabrication is making up data or results and recording or reporting them.

Falsification is manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.

The research record is the record of data or results that embody the facts resulting from scientific inquiry, and includes, but is not limited to, research proposals, laboratory records, both physical and electronic, progress reports, abstracts, theses, oral presentations, internal reports, and journal articles.

Plagiarism is the appropriation of another person's ideas, processes, results, or words without giving appropriate credit. Research misconduct does not include honest error or differences of opinion.

**II. Findings of Research Misconduct**

A finding of research misconduct requires that:

- a. There be a significant departure from accepted practices of the relevant research community; and
- b. The misconduct be committed intentionally, or knowingly, or recklessly; and
- c. The allegation be proven by a preponderance of evidence.

The Department of Aquaculture and Fisheries has adopted the following procedures to prevent research misconduct and to deal with allegations of research misconduct.

1. Employees will read and sign this agreement upon being hired.
2. If an employee is accused of research misconduct, that employee and the accuser will meet privately with the Department Chair. Each individual will be allowed to present their version of the alleged incident.
3. The Department Chair will determine whether the incident meets the above definition of research misconduct, or whether the incident represents an “honest error.” The employee is allowed to follow the University Grievance Process if the employee disagrees with the Department Chair’s decision.
4. If the incident is determined to constitute research misconduct, the employee will be ineligible to work within the Department for a period of 90 days from the determination.
5. A letter of reprimand for research misconduct will be placed in the employee’s file.
6. After 90 days, the employee will again be eligible for employment within the Department. The employee’s previous supervisor is under no obligation to re-hire the employee.
7. If a second incident of research misconduct is determined to have occurred, the employee will become permanently ineligible to work within the Department.

I have read the definition of research misconduct. I understand the severity of research misconduct. I agree to follow accepted practices for research. I know that research misconduct is grounds for suspension (1<sup>st</sup> offense) or termination (2<sup>nd</sup> offense).

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Employees name

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Date