

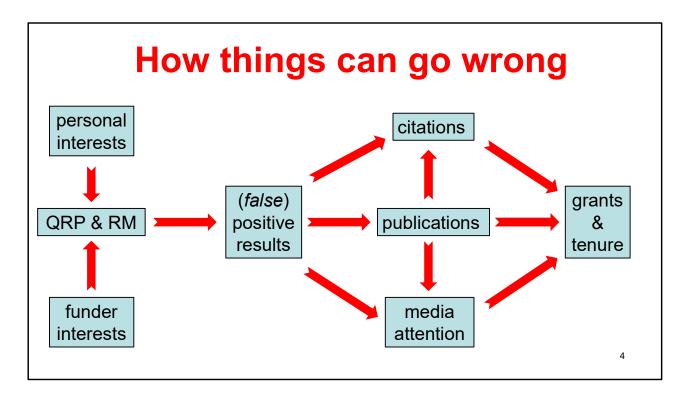
Lunchtime talk for Stellenbosch University and the Southern African Research and Innovation Management Association (SARIMA) on 25 November 2020 – 90 minutes including interaction.

Content Background Selective reporting Perverse incentives Retractions Assessment of researchers Research climate



Many rewards in academia are linked to having positive and spectacular results as these are published more easily in high impact journals and will be cited more often.

The various Questionable Research Practices (QRPs) have in common that they can effectively help to get these positive and spectacular results.



This slide shows – in a simplified way – how things can go wrong.

We like positive results a lot and that is not only because we want our favourite hypotheses to be true. It's also good for our career and the likelihood of getting grants. Questionable Research Practices (QRP) or worse (data fabrictation or falsification) can help us effectively to get positive results (which are then false like the chance findings we have as well).

Negative findings are so unpopular that often these are not reported at all. We just don't bother to report negative results and reviewers & editors are biased against them. This mechanism will lead to publication bias, outcome reporting bias and citation bias. These phenomena will distort the published record and is the main driver of the replication crisis.

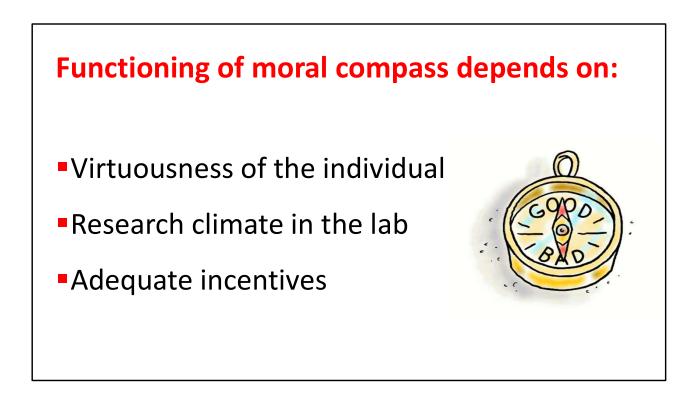
The natural selection of bad science

Paul E. Smaldino¹ and Richard McElreath²

Poor research design and data analysis encourage false-positive findings. Such poor methods persist despite perennial calls for improvement, suggesting that they result from something more than just misunderstanding. The persistence of poor methods results partly from incentives that favour them, leading to the natural selection of bad science. This dynamic requires no conscious strategizing—no deliberate cheating nor loafing—

Cutting corners or worse can compromise the validity of research but is sometimes better for your career. The survival value of cheating in science is probably substantial. This underlines the idea that the current science symstem involves perverse incentives. In short: researchers need a moral compass to anvigate the dilemmas the encounter.

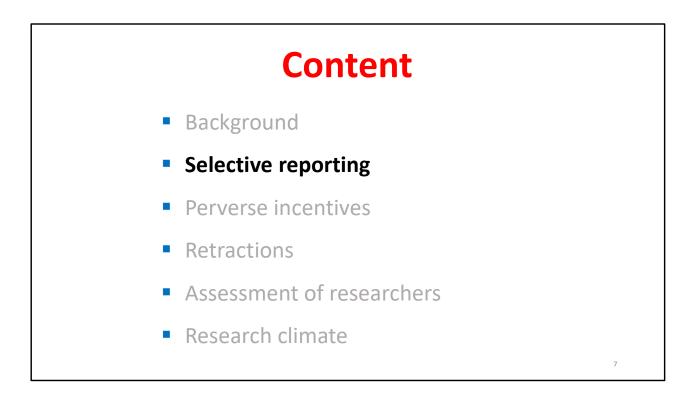
Smaldino et al - The natural selection of bad science - Royal Society Open Science 2016; 3 160384



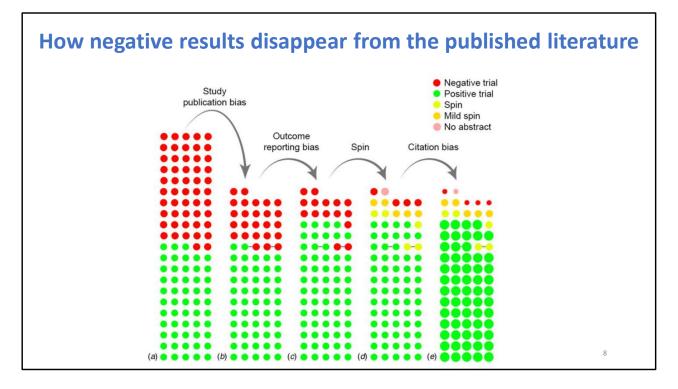
Researchers navigate the dilemmas in their work with their moral compass. The quality of this compass depends on how virtuous the researcher at issue is. Not much we can do about this after the upbringing is completed.

But there are also strong other drivers of their behaviour in the direct professional environment and the system of science at large.

That doesn't deminish the personal responsibility to behave well in research. In fact it makes personal responsibility larger: individual researchers also have to help to improve the research climate and to remove perverse incentives.

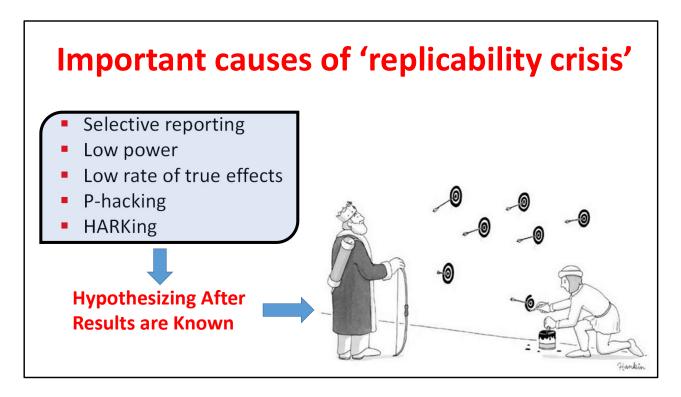


So now the scene is sketched. Let's move on with the specific topics I would like to discuss.



de Vries YA, Roest AM, de Jonge P, Cuijpers P, Munafò MR, Bastiaansen JA (2018). The cumulative effect of reporting and citation biases on the apparent efficacy of treatments: the case of depression. Psychological Medicine 1–3. https://doi.org/10.1017/S0033291718001873

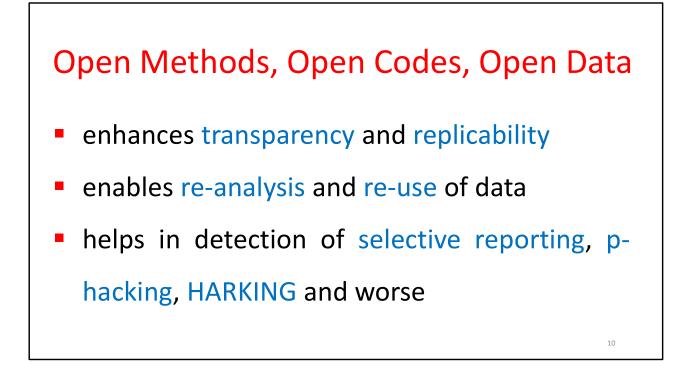
This rather shocking example concerns the fate of an inception cohort of 105 RCTs of the efficacy of anti-depression drugs from the FDA database. The cohort is complete in the sense that pharmaceutical companies must register all trials they intend to use to obtain FDA approval before embarking on data collection. The FDA considered 50% of the trials to be positive after carefully looking at the original data.



Wicherts et al - Degrees of freedom - checklist to avoid p-hacking - Front Psych 2016; 7: 1832

https://www.frontiersin.org/articles/10.3389/fpsyg.2016.01832/full

Ulrich, Miller - QRF may have little effect on replicability - eLife 2020; 9 e58237



8				nes a	and TO	P Fa	actor	
0	B MODULAR STANDARDS Citation Standards Describes citation of data			Data Transparency Describes availability and sharing of data				
Analytical Methods Transparency Describes analytical code accessibilit			Replication			sig 500		
	Design and Analysis Transparency Sets standards for research design disclosures Preregistration of Analysis Plans Specification of analytical details before data collection					snitor:		
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Data transparency		Data sharing is encouraged, or not mentioned	Articles must sta not data are ava a data availabilit satisfies this leve	ilable. Requiring ty statement	Articles must have publicly available data, or an explar why ethical or legal constra prevent it.	nation dat aints cor	Articles must have ublicly available data and must be used to computationally reproduce or confii results prior to publication	
		ł				}	11	

It's important that journals engage in the Open Science Practices and communicate that by following the TOP guidelines and by making their TOP factor explicit.

It's important that researchers select these journals for submitting their manuscripts and that research institutes and funding agencies strongly nudge them to do so.



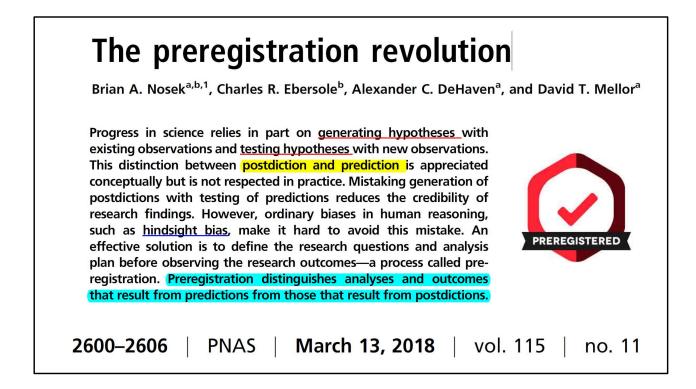
https://cos.io/rr/

https://www.cos.io/initiatives/registered-reports

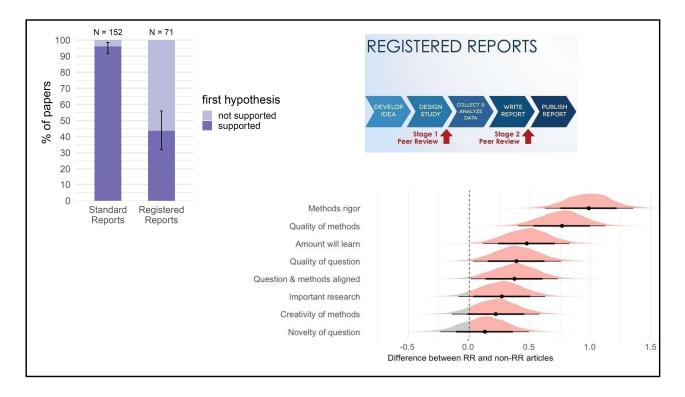
Nosek BA, Ebersole CR, DeHaven AC, Mellor D. The preregistration revolution. PNAS 2018;115:2600-6. (http://www.pnas.org/content/115/11/2600)

Chambers C. What's next for registered reports. Nature 2019; 573 187-189

Allen C, Mehler DMA. Open science challenges, benefits and tips in early career and beyond. PLoS Biol 2019; 17(5): e3000246. https://doi.org/10.1371/journal.pbio.3000246



Nosek BA, Ebersole CR, DeHaven AC, Mellor D. The preregistration revolution. PNAS 2018;115:2600-6. (http://www.pnas.org/content/115/11/2600)



Chambers C. What's next for registered reports. Nature 2019; 573 187-189

Allen C, Mehler DMA. Open science challenges, benefits and tips in early career and beyond. PLoS Biol 2019; 17(5): e3000246. https://doi.org/10.1371/journal.pbio.3000246

Scheel et al. An excess of positive results: comparing the standard psychology literature with registered reports. PsyArXiv 2020.

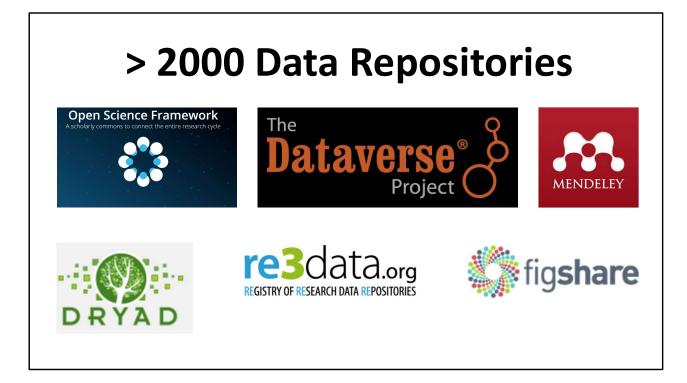
Soderberg CK, Errington TE, Schiavone SR, Bottesini J, Thorn FS, Vazire S, Esterling KM, Nosek BA. Research Quality of Registered Reports Compared to the Standard Publishing Model. OSF preprint.

https://cos.io/rr/

FAIR data reposition					
Box 2 The FAIR Guiding Principles					
To be Findable: F1. (meta)data are assigned a globally unique and persistent identifier F2. data are described with rich metadata (defined by R1 below) F3. metadata clearly and explicitly include the identifier of the data it describes F4. (meta)data are registered or indexed in a searchable resource	F/IR				
To be Accessible: A1. (meta)data are retrievable by their identifier using a standardized communications protocol A1.1 the protocol is open, free, and universally implementable A1.2 the protocol allows for an authentication and authorization procedure, where necessary A2. metadata are accessible, even when the data are no longer available					
To be Interoperable: 11. (meta)data use a formal, accessible, shared, and broadly applicable language for knowledge representation. 12. (meta)data use vocabularies that follow FAIR principles 13. (meta)data include qualified references to other (meta)data					
To be Reusable: R1. meta(data) are richly described with a plurality of accurate and relevant attributes R1.1. (meta)data are released with a clear and accessible data usage license R1.2. (meta)data are associated with detailed provenance R1.3. (meta)data meet domain-relevant community standards	15				

Wilkinson MD, etal. The FAIR Guiding Principles for scientific data management and stewardship. Scientific Data 2016; 3: 160018. (https://www-nature-com.vu-nl.idm.oclc.org/articles/sdata201618)

https://www.go-fair.org/fair-principles/



https://osf.io/

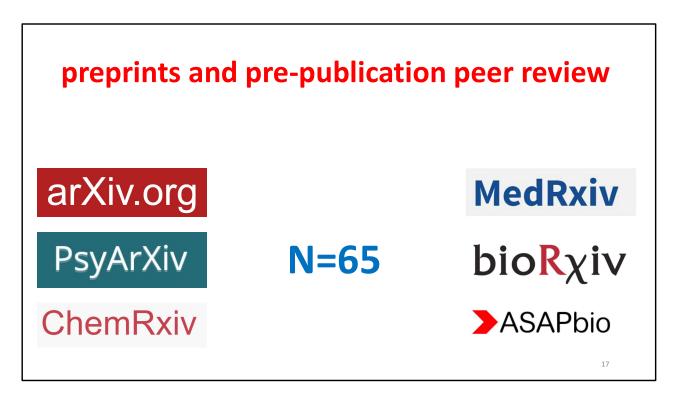
https://dataverse.org/

https://www.mendeley.com/

https://datadryad.org/

www.re3data.org

https://figshare.com/



https://arxiv.org/ https://chemrxiv.org/ https://www.biorxiv.org/ https://psyarxiv.com/ http://asapbio.org/

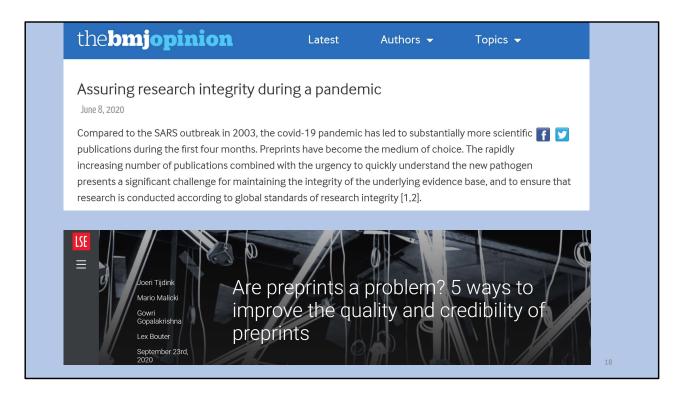
List of 65 preprint servers at https://docs.google.com/spreadsheets/d/17RgfuQcGJHKSsSJwZZn0oiXAnimZu2sZs Wp8Z6ZaYYo/edit#gid=0

YouTube video 'What are preprints?' (https://www.youtube.com/watch?time_continue=9&v=2zMgY8Dx9co)

Malički M, Jerončić A, ter Riet G, Bouter LM, Ioannidis JPA, Goodman S, Aalbersberg IJJ. Preprint servers' policies, submission requirements, and transparency in reporting and research integrity recommendations. JAMA 2020; 324: 16: 1901-3.

Chalmers I, Glaziou P. Should there be greater use of preprint servers for publishing

reports of biomedical science? F1000Research 2016; 5: 272



https://blogs.bmj.com/bmj/2020/06/08/assuring-research-integrity-during-a-pandemic/#content

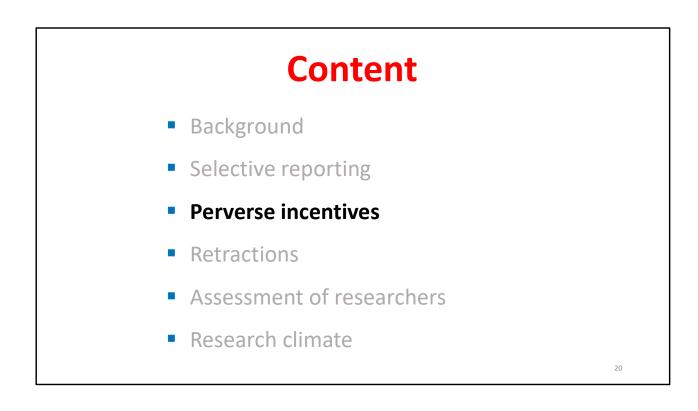
https://blogs.lse.ac.uk/impactofsocialsciences/2020/09/23/are-preprints-a-problem-5-ways-to-improve-the-quality-and-credibility-of-preprints/

5 ways to improve the quality and credibility of preprints For preprint servers: Provide clear guidance to authors Link preprints to published versions For authors of preprints: Apply the same responsible research practices Be an active reviewer of preprints in your area of expertise Be explicit about strengths and limitations of your preprints

https://blogs.lse.ac.uk/impactofsocialsciences/2020/09/23/are-preprints-a-problem-5-ways-to-improve-the-quality-and-credibility-of-preprints/

Full list of recommendations: https://osf.io/w4ydg/?pid=eb6wv

Malički M, Jerončić A, ter Riet G, Bouter LM, Ioannidis JPA, Goodman S, Aalbersberg IJJ. Preprint servers' policies, submission requirements, and transparency in reporting and research integrity recommendations. JAMA 2020; 324: 16: 1901-3.



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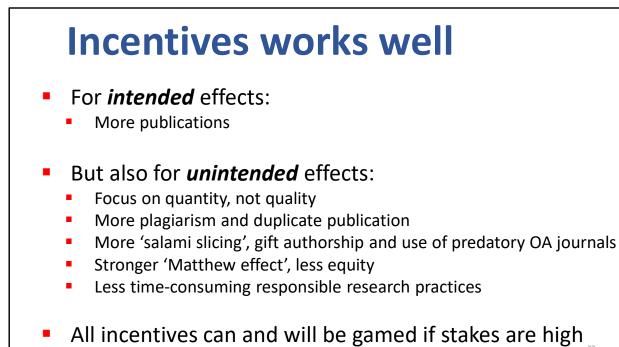
- Percentage of pay-per-publication that is forwarded to department, research group and personal bank accounts varies
- This likely is a strong behavioural incentive

The Research Output Policy (2015) of the SA Department of Higher Education and Training (DHET):

http://www.sun.ac.za/english/research-innovation/Research-Development/Documents/Research%20Outputs/Research%20Output%20Policy/EN GLISH/Research%20Outputs%20policy%20gazette.pdf

The DHET subsidizes research outputs in the following categories: Journal articles (research articles) in accredited journals Peer-reviewed books/chapters in books Peer-reviewed published conference proceedings

Internal distribution rules of University of Johannesburg: https://www.uj.ac.za/research/Pages/DHET-Publication-Subsidy.aspx



Tomaselli KG. Perverse incentives and the political economy of South African academic journal publishing. S Afr J Sci. 2018;114(11/12), Art. #4341, 6 pages.

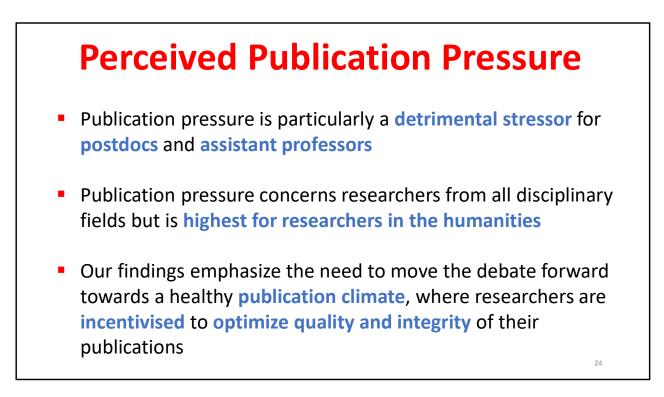
https://doi.org/10.17159/sajs.2018/4341

Mathama E, McKenna S. The Unintended Consequences of Using Direct Incentives to Drive the Complex Task of Research Dissemination. Education as Change 2020; 24: 6688. https://upjournals.co.za/index.php/EAC/article/view/6688

Thomas A, De Bruin GP. Plagiarism in South African management journals. S Afr J Sci 2015;111: 2014-0017. http://dx.doi.org/10.17159/sajs.2015/20140017

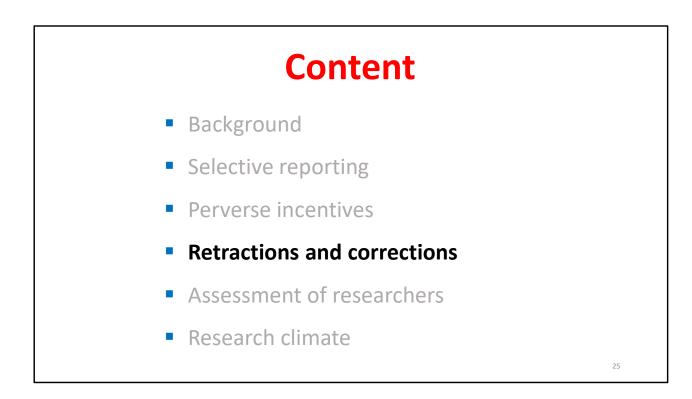
https://en.wikipedia.org/wiki/Goodhart%27s_law

	The evolution of Academia			
Open Access	PUBLISH PUBLISH PUBLISH PERISH PERISH PERISH PERISH PERISH PERISH PERISH PERISH PERISH PERISH PERISH PERISH			
@ PLOS ONE	Facebook.com/pedromics			
PLOS ONE 2019; 14: e0217931	RESEARCH ARTICLE Perceived publication pressure in Amsterdam: Survey of all disciplinary fields and academic ranks Tamarinde L. Haven ^{1*} , Lex M. Bouter ¹² , Yvo M. Smulders ³ , Joeri K. Tijdink ^{1,4}			



Haven TL, Bouter LM, Smulders YM, Tijdink JK. Perceived publication pressure in Amsterdam: survey of all disciplinary fields and academic ranks. PLoS ONE 2019; 14: e0217931. (https://doi.org/10.1371/journal.pone.0217931)

See also: http://www.amsterdamresearchclimate.nl/



Coping with Chaos: How Disordered Contexts Promote Stereotyping and Discrimination

Diederik A. Stapel¹* and Siegwart Lindenberg^{1,2}*

Being the victim of discrimination can have serious negative health- and quality-of-lifeconsequences. Yet, could being discriminated against depend on such seemingly triv garbage on the streets? In this study, we show, in two field experiments, that orde (such as litter or a broken-up sidewalk and an abandoned bicycle) inde and discrimination in real-world situations and, in three la eriment need for structure that mediates these effects (numb cts veen 110 These findings considerably advance our vironment on stereotyping and discrimination nose environmental blicy in disorder early and interven

11 here is vide ination has quences "LL for those wi minated against. as well as for socie a general (1-3). A neglected possible source of stereotyping and discrimination is physical disorder. The environment can affect the relative accessibility of important goals (A 5) and re thy it has he and that pl

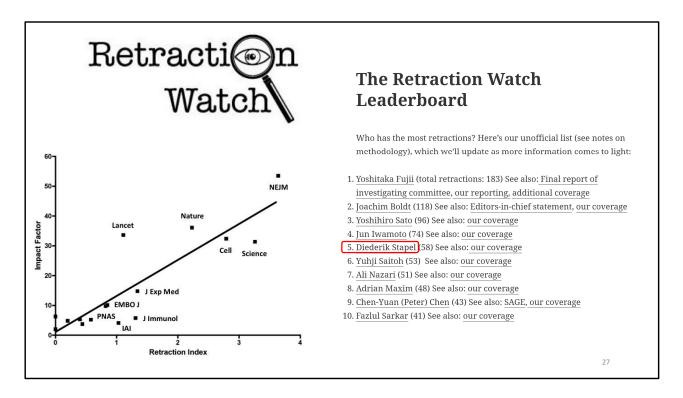
when people's desire for structure and predictability is high, they are more likely to engage in stereotyping than when it is low (10-13). Thus, disorder can be expected to increase the need for structure and make the goal to perceive order more salient, a goal that can, at least temporarily, be satisfied by stereotyping. Seen in this light,

our two field experiments, we tested the impact of real-world situations of disorder on stereotyping and its behavioral correlates. In the three lab experiments, we subsequently tested the proposed mechanism itself. In all experiments, we tested for effects of participants' gender and mood. Because we did not find ignificant effects of these two vari report them in

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riment).

we interviewed this experiment the ti, onsisted of a judgmental urvey of trait judgments about some I groups) and a behavioral measure (discrimination measured as physical distance from a member of an ingroup versus outgroup while filling out the survey). We predicted that in a dirty train station people stereotype more and would choose to sit further away from an outgroup confederate than in a (relatively) clean train station. A recent strike by the cleaners of Utrecht train station in the Netherlands provided a unique opportunity to test the impact of considerable physical disorder on stereotyping against the impact of physical orderliness in the same public location. Utrecht station is a train hub in the middle of the Netherlands, where thousands of travelers 26



We don't know why retractions are more common in journals with high Impact Factors:

- Authors more often engage in cheating to get results spectacular enough to be accepted by a high IF journal
- Readers scrutinize articles in high IF journals more intensely or blow the whistle more often when they find a fatal flaw in high IF journals
- High IF retract a larger proportion of their fatally flawed aricles

Fang FC, Casadevall A. Retracted Science and the Retraction Index. INFECTION AND IMMUNITY, Oct. 2011, p. 3855–3859 Vol. 79, No. 10 Josh Farkas. Dear NEJM: We both know that conflicts of interest matter. EMCrit Project; 1 May 2015. (https://emcrit.org/pulmcrit/dear-nejm-we-both-know-that-conflicts-ofinterest-matter/)

https://retractionwatch.com/

Version: 1.0.6.0					T	he Retraction Watch Database	
ISSN 2692-465X						this <u>user guide</u> before you get	t started
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Department of Social Psychology, Univer-						Company/Institution	
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						Investigation/Finding +Misconduct by Author	
prrection or comparison? The effects of	f prima awaranass on s	social indoments				+Falsification/Fabrication o	f Marcus Maringar
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Tilburg University, The Netherlands							
http://retractionwatch.com/category/by-au	thor/diederik-stapel/						
http://retractionwatch.com/2015/12/08/die	ederik-stapel-now-has-5	8-retractions/					
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						+Misconduct - Official Investigation/Finding	
						investigation/Finding	

http://retractiondatabase.org/RetractionSearch.aspx?

Reason of retraction	Number	Percentage
Fraud (FF)	993	24 %
Error	911	22 %
Plagiarism (P)	554	13 %
Duplicate publication (P)	547	13 %
Faked review	384	9 %
Authorship issues	249	6 %
Other	211	5 %
Unknown	254	8 %
TOTAL	4203	100 %

Tao Wang, Qin-Rui Xing.

https://www.researchsquare.com/article/rs-14371/v1)

Difficult issues with retraction

- Journals are (very) slow in responding
- Journals are reluctant to investigate
- Unclear if (all) authors need to agree
- Cleaning journals from flawed articles or sanction for RM
- Explanations are vague and aimed at avoidance of lawsuits

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- Retracted articles are being still cited
- Honorable self-retraction is not clearly indicated



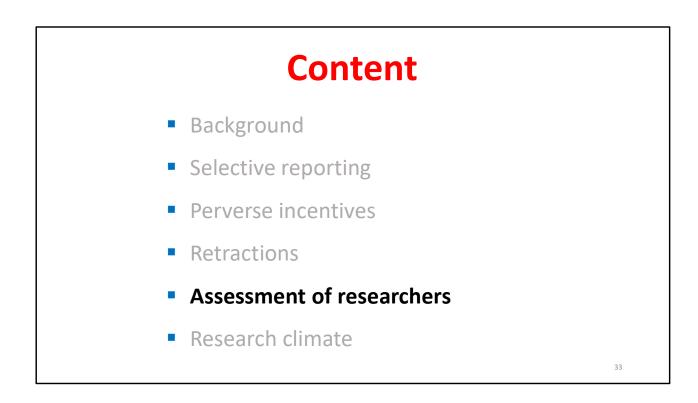
This is an interesting attempt to develop a better set of labels for different types of retractions.

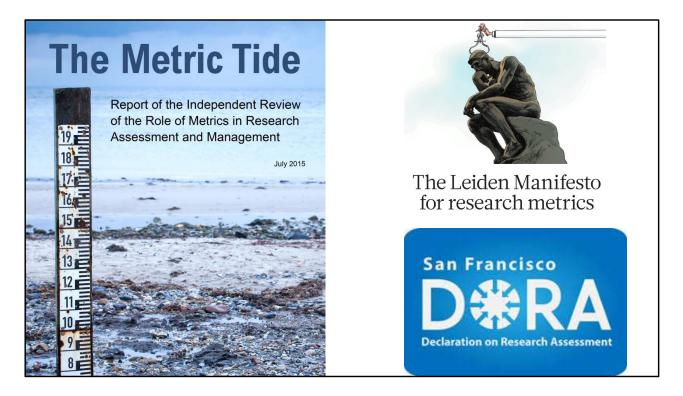
https://f1000research.com/articles/6-1960



132 | Nature | Vol 581 | 14 May 2020

A good example of distuptive innovation: https://pubpeer.com/





During recent years the simplistic and isolated use of quantitative bibliometric indicators (e.g. Impact Factor and H-index) to evaluate research and researchers has been strongly criticized.

The Hong Kong Principles aim at restoring the balance in the assessment for researchers by rely much less on bibliometric indicators and by taking into account open science modalities that strenghten research integrity.

https://re.ukri.org/sector-guidance/publications/metric-tide/

http://www.leidenmanifesto.org/

https://sfdora.org/read/



How to realize fair assessment procedures of researchers is outlined in the HKPs.

The name Hong Kong refers to the city where the 6th WCRI was held in 2019. Before and during the conference we discussed the HKPs and after the conference they were endorsed by its participants.

Moher D, Bouter L, Kleinert S, Glasziou P, Sham MH, Barbour V, Coriat AM, Foeger N, Dirnagl U. The Hong Kong principles for assessing researchers: fostering research integrity. PLoS Biology 2020; 18: e3000737 https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000737

Please endorse the HKPs at www.wcrif.org/guidance/hong-kong-principles On this webpage you can also find best practices, PP slides and a video on the HKPs.



Hong Kong Principles

- **1**. Assess responsible research practices
- 2. Value complete reporting
- 3. Reward the practice of Open Science
- 4. Acknowledge a broad range of research activities
- 5. Recognize essential other tasks like peer review and mentoring

Moher D, Bouter L, Kleinert S, Glasziou P, Sham MH, Barbour V, Coriat AM, Foeger N, Dirnagl U. The Hong Kong principles for assessing researchers: fostering research integrity. PLoS Biology 2020; 18: e3000737 Https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000737

Please endorse the HKPs at www.wcrif.org/guidance/hong-kong-principles On this webpage you can also find best practices, PP slides and a video on the HKPs.

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The changing role of funders in responsible research assessment:

progress, obstacles and the way ahead

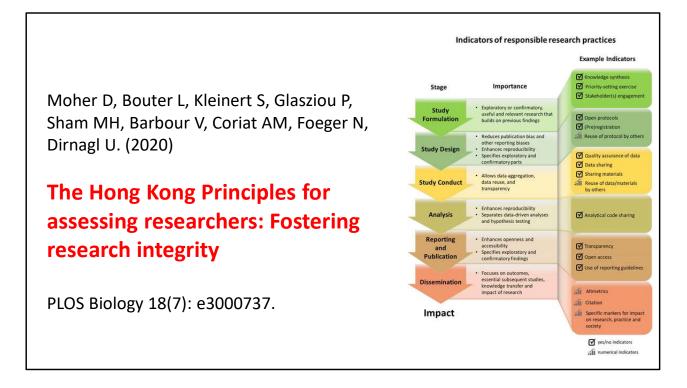
Stephen Curry, Sarah de Rijcke, Anna Hatch, Dorsamy (Gansen) Pillay, Inge van der Weijden and James Wilsdon

November 2020

Produced in partnership with:



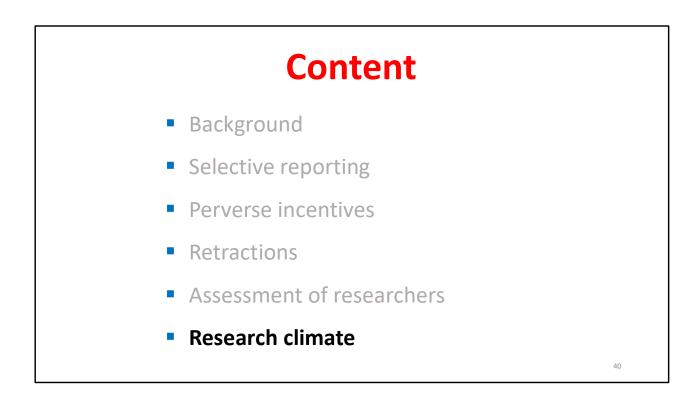
https://rori.figshare.com/articles/report/The changing ro le of funders in responsible research assessment prog ress obstacles and the way ahead/13227914



Moher D, Bouter L, Kleinert S, Glasziou P, Sham MH, Barbour V, Coriat AM, Foeger N, Dirnagl U. The Hong Kong principles for assessing researchers: fostering research integrity. PLoS Biology 2020; 18: e3000737

https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000737

Please endorse the HKPs at www.wcrif.org/guidance/hong-kong-principles On this webpage you can also find best practices, PP slides and a video on the HKPs.





Preregistration of study protocol and data analysis plan: <u>https://osf.io/x6t2q/</u>

Publications and preprints:

- Haven TL, Tijdink JK, Martinson BC, Bouter LM. Perceptions of research integrity climate differ between academic ranks and disciplinary fields: results from a survey among academic researchers in Amsterdam. PLoS ONE 2019; 14: e0210599 (<u>https://doi.org/10.1371/journal.pone.0210599</u>).
- Haven TL, de Goede MEE, Oort FJ. Personally perceived publication pressure: revising the Publication Pressure Questionnaire (PPQ) by using work stress models. Research Integrity and Peer Review (2019) 4:7 (https://doi.org/10.1186/s41073-019-0066-6)
- Haven TL, Bouter LM, Smulders YM, Tijdink JK. Perceived publication pressure in Amsterdam: survey of all disciplinary fields and academic ranks. PLoS ONE 2019; 14: e0217931. (<u>https://doi.org/10.1371/journal.pone.0217931</u>)
- Haven T, Tijdink J, Pasman HJ, Widdershoven G, ter Riet G, Bouter L. Do research misbehaviours differ between disciplinary fields? A mixed methods study among academic researchers in Amsterdam. Research Integrity and Peer

Review 2019; 4:25. (https://doi.org/10.1186/s41073-019-0081-7)

 Haven T, Tijdink T, Martinson B, Bouter L, Oort F. Explaining variance in perceived research misbehavior: results from a survey among academic researchers in Amsterdam. MetaArXiv (April 06, 2020). (<u>https://osf.io/preprints/metaarxiv/mhqsd/</u>)



The Wellcome Trust recently published very informative survey results on how researchers perceive their culture: (<u>https://wellcome.ac.uk/sites/default/files/what-</u>researchers-think-about-the-culture-they-work-in.pdf).

The Academic Research Climate in Amsterdam (ARCA) study) explored these perceptions empirically.

Haven TL, Tijdink JK, Martinson BC, Bouter LM. Perceptions of research integrity climate differ between academic ranks and disciplinary fields: results from a survey among academic researchers in Amsterdam. PLoS ONE 2019; 14: e0210599 (https://doi.org/10.1371/journal.pone.0210599).

Haven TL, Bouter LM, Smulders YM, Tijdink JK. Perceived publication pressure in Amsterdam: survey of all disciplinary fields and academic ranks. PLoS ONE 2019; 14: e0217931. (<u>https://doi.org/10.1371/journal.pone.0217931</u>)

See also: https://amsterdamresearchclimate.nl/

Research Integrity Climate

- junior researchers perceive this more negatively than seniors
- junior researchers say that their supervisors are too little committed to fostering research integrity
- PhD students perceive more competition and suspicion among colleagues than associate and full professors
- natural sciences researchers have a more positive perception of the research integrity climate
- social sciences and humanities researchers perceive less fairness in publishing and acquiring funding

Haven TL, Tijdink JK, Martinson BC, Bouter LM. Perceptions of research integrity climate differ between academic ranks and disciplinary fields: results from a survey among academic researchers in Amsterdam. PLoS ONE 2019; 14: e0210599

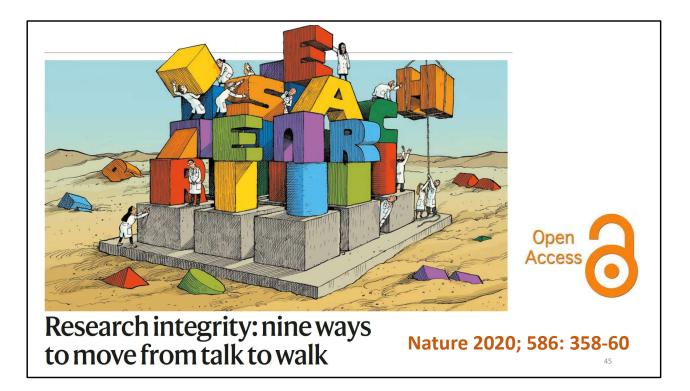
https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0210 599

See also: http://www.amsterdamresearchclimate.nl/

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https://www.vumc.nl/educatie/onze-opleidingen/opleidingsdetail/superb-supervision-junior-mentoring-your-phd-candidate-towards-responsible-conduct-of-research.htm



Researchers need help from their institutions in avoiding questionable research practices.

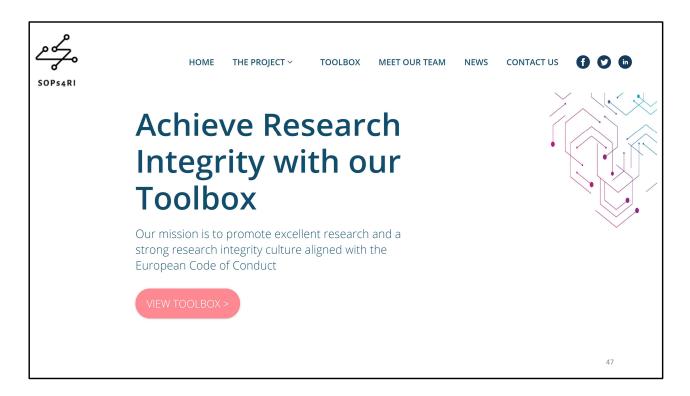
Recently we published in Nature what these institutions should do specifically, based on research from a large EU consortium.

Mejlgaard N, Bouter LM, Gaskell G, Kavouras P, Allum N, Bendtsen AK, Charitidis CA, Claesen N, Dierickx K, Domaradzka A, Reyes Elizondo A, Foeger N, Hiney M, Kaltenbrunner W, Labib K, Marušić A, Sørensen MP, Ravn T, Rea Ščepanović R, Tijdink JK, Veltri GA. Research integrity: nine ways to move from talk to walk. Nature 2020; 586: 358-60. (https://www.nature.com/articles/d41586-020-02847-8)

Area	Торіс	Action*	
Support	Research environment	Ensure fair assessment procedures and prevent hypercompetition and excessive publication pressure.	
	Supervision and mentoring	Create clear guidelines for PhD supervision (such as on meeting frequency); set up skills training and mentoring	
	Integrity training	Establish training and confidential counselling for all researchers.	
Organization	Ethics structures	Establish review procedures that accommodate different types of research and disciplines.	
	Integrity breaches	Formalize procedures that protect both whistle-blowers and those accused of misconduct.	
	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.	
	Declaration of interests	State conflicts (financial and personal) in research, review and other professional activities.	
	Publication and communication	Respect guidelines for authorship and ensure openness and clarity in public engagement.	

The SOPs4RI toolbox covers 3 areas and 9 topics.

Mejlgaard N, Bouter LM, Gaskell G, Kavouras P, Allum N, Bendtsen AK, Charitidis CA, Claesen N, Dierickx K, Domaradzka A, Reyes Elizondo A, Foeger N, Hiney M, Kaltenbrunner W, Labib K, Marušić A, Sørensen MP, Ravn T, Rea Ščepanović R, Tijdink JK, Veltri GA. Research integrity: nine ways to move from talk to walk. Nature 2020; 586: 358-60. (https://www.nature.com/articles/d41586-020-02847-8)



https://sops4ri.eu/

The Toolbox of this Horizon 2020 funded consortium contains guidelines, standard operating procedures and best practice examples that can inspire research performing organizations (RPOs) and research funding organizations (RFOs) to foster research integrity better.

Summary					
Action	Journal	Researcher	Institute		
pre-registration or registered report	demand	just do it	reward		
open data (FAIR)	demand	comply	reward		
preprint	allow	just do it	reward		
retraction	act fast	don't resist	inform		
self-retraction	allow	if needed	encourage		
peer review	request	accept	reward		
pre- and post-publication peer review	encourage	just do it	reward		
predatory journals	close down	stay away	punish		
perverse incentives	ignore	ignore	remove		

Even shorter:

- Journals should adopt Transparency and Openness Practices guidelines
- Research Institutes should follow Hong Kong Principles
- Researchers should select journals and research institutes that do so

