



Research Integrity Dilemmas: What would you do?

Dr Rosie Bellamy, Head of Research Integrity and Quality Assurance, R&IS
March 2026

**UNIVERSITY
OF WARWICK**



What to expect...

Research Integrity Updates

Research Integrity Dilemmas!

Useful Contacts/Resources

01

Research Integrity Updates



Who we are...

Research Governance Team:

- Associate Director, Research Culture, Governance and Compliance: **Carole Harris** (Secretary to Research Governance and Ethics Committee, Head of Research Governance)
- Head of Research Integrity and Quality Assurance: **Dr Rosie Bellamy**
- Research Governance & Quality Assurance Manager: **Laura Hyland** (Secretary to HSSREC)
- Research Governance & Quality Assurance Manager: **Brett Roden** (Secretary to BSREC)
- Research Governance & Quality Assurance Manager: **Mathew Gane** (Secretary to Sponsorship & Oversight Committee (SOC))
- Research Governance and Ethics Officer: **Alex Killey** (HSSREC)
- Research Governance and Ethics Officer: **Cheryl Harris** (BSREC)
- Research Governance and Ethics Officer: **Steph Bisping** (SOC)



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Research Integrity Training

Main provider: Epigeum - 'Concise' version no longer available

Full Version

8 Core Courses

1. Responsible Research Practice
2. Irresponsible Research Practice
3. Planning your Research
4. Managing and Recording your Research
5. Data Selection, Analysis and Presentation
6. Scholarly Publication
7. Professional Responsibilities
8. Communication, Social Responsibility and Impact

6 Supplementary Courses

1. Conflicts of Interest
2. Research Involving Human Participants - required for anyone submitting an ethics application to BSREC/HSSREC
3. The Care and Use of Animals in Research
4. Intellectual Property
5. Trusted Research and Export Controls
- 5 6. Research Supervision and Mentorship – new module





Research Integrity: Refresher Training

1 hour

Covers:

1. **Knowledge Check Quiz**

2. **UK Policy Updates** (Trusted Research, House of Commons Select Committee on Science and Technology Report, The Concordat to Support Research Integrity 2025)

3. **Current and Emerging Issues** (peer review and publication, predatory journals, metrics, AI)

RI training is mandatory for all staff involved in the delivery of research and should be refreshed every 3 years.

Research Integrity for Experienced Researchers – coming soon...

Leadership and Research Culture (30 minutes)

Fostering a Positive Research Culture

Responsible Research Leadership and Communication

Preventing Authorship Issues and Resolving Disputes

Research Design and Planning (30 minutes)

Strategic Project Planning

Data Integrity and Management

Reproducibility and Open Research

Ethical and Global Collaboration (30 minutes)

Building Equitable and Trusted Partnerships

Navigating International Collaborations

All Epigeum RI Training to be moved to Moodle



The Concordat to Support Research Integrity...



UKCORI

UK Committee on
Research Integrity

[The-Concordat-to-Support-Research-Integrity-2025.pdf](#)

‘...aims to provide a national framework for good research conduct and its governance. It supports government, business, international partners and the public to continue to have confidence in UK research and its world-leading researchers.’



Honesty



Rigour



Transparency and open
communication



Care and respect



Accountability

**THE CONCORDAT
TO SUPPORT
RESEARCH
INTEGRITY**

2025 version: inclusion of definition of
Questionable Research Practices:

‘Questionable research practices (QRPs): QRPs refer to minor infractions or research practices, including avoidable errors, which fall short of the definition of intentional research misconduct. They may arise due to a lack of knowledge or attention to detail, negligence, or deliberate action, and may occur where there is no evident intention to deceive.’

02

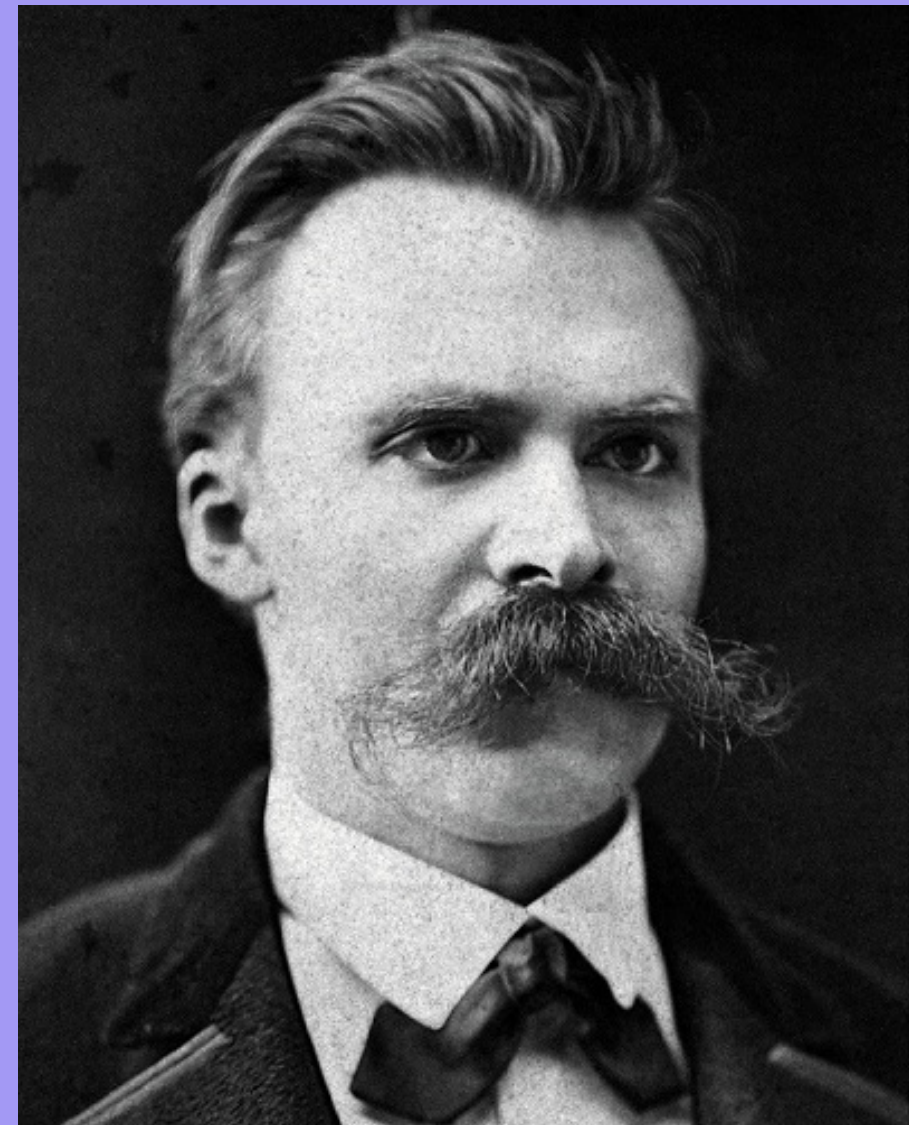
Research Integrity Dilemmas



“Man vergilt einem Lehrer schlecht,
wenn man immer nur der Schüler
bleibt.”

Also Sprach Zarathustra, Friedrich Wilhelm Nietzsche

“One repays a teacher badly, when one remains
always only the pupil”





Our values are:
Going forward and further
Thinking freely
Thriving on difference
Creating connections
Sharing opportunities

Warwick Values

Our values are:

Going forward and further

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Creating connections

Sharing opportunities



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Scenario 1:

You are a mid-career researcher. Upon reading the latest issue of a journal in your field, you see that your former PhD student is listed as an author of an article. Initially you are thrilled and proud that they have published in such an esteemed journal. However, you read the article only to find that it is based on ideas which you gave to them and work which you guided them through. You reviewed iterations of this article and provided written feedback when you were supervising them. You are listed in the ‘acknowledgements’ but given it was your idea, and you contributed to a lot of the work, you feel you should be listed as a co-author. What would you do?

Authorship criteria

UKRIO - Good Authorship Practice

The ICMJE recommends four criteria that should be met for authorship in medical journals:

1. “Substantial contributions to the conception or design of the work; or the acquisition, analysis, or interpretation of data for the work; AND
2. Drafting the work or reviewing it critically for important intellectual content; AND
3. Final approval of the version to be published; AND
4. Agreement to be accountable for all aspects of the work in ensuring that questions related to the accuracy or integrity of any part of the work are appropriately investigated and resolved.”

An important point highlighted by the ICMJE is that authorship criteria must not be used to exclude people on a technicality.

McNutt et al. (2018) proposed an adapted version of the ICMJE guidelines to encourage wider adoption:

1. “Each author is expected to have made substantial contributions to the conception or design of the work; or the acquisition, analysis, or interpretation of data; or the creation of new software used in the work; or have drafted the work or substantively revised it; AND
2. To have approved the submitted version (and any substantially modified version that involves the author’s contribution to the study); AND
3. To have agreed both to be personally accountable for the author’s own contributions and to ensure that questions related to the accuracy or integrity of any part of the work, even ones in which the author was not personally involved, are appropriately investigated, resolved, and the resolution documented in the literature.”

Resources:

[COPE: Committee on Publication Ethics](#)

[UKRIO Authorship Toolkit](#)

[Contributor Role Taxonomy \(CRediT\)](#)

[Code of Practice for the Investigation of Research Misconduct](#)

[Russell Group Statement of Cooperation in respect of cross institutional research misconduct allegations](#)

UKRIO Authorship Toolkit

The tools:

Guidance on Good Authorship Practice

A guidance on authorship in research, offering practical advice to foster a positive culture of best practice in authorship.

Download

Model Authorship Dispute Procedure

A model procedure providing a structured and impartial process for resolving authorship disputes.

Download

Template Authorship Strategy Agreement

An editable template to define credit for research outputs, support clear discussions, manage expectations, and promote fair authorship practices.

Download

Scenario 2:

You suspect that one of your peers is ignoring results which don't support their hypothesis, what would you do?

EARLY REPORT · [Volume 351, Issue 9103](#), P637-641, February 28, 1998

[Download Full Issue](#)

RETRACTED: Ileal-lymphoid-nodular hyperplasia, non-specific colitis, and pervasive developmental disorder in children

[Dr AJ Wakefield, FRCS](#) ^a · [SH Murch, MB](#) ^b · [A Anthony, MB](#) ^a · [J Linnell, PhD](#) ^a · [DM Casson, MRCP](#) ^b · [M Malik, MRCP](#) ^b · et al. [Show more](#)

[Affiliations & Notes](#) ✓ [Article Info](#) ✓ [Linked Articles \(3\)](#) ✓

For the individual: Excluding an undesired result might feel small-scale, perhaps in one minor article which won't make much difference but consider the possibilities if it were discovered...

If someone put in a complaint about it being Research Misconduct, consider the formal investigation, questioning who raised the complaint, the consequential impact on mental health, professional reputation.

Consider contacting the journal to correct or retract the article – relationship with publisher/funder/University. How many citations might it have had by the time it is retracted?

Consequences...

[Reproducibility and Research Integrity - Science, Innovation and Technology Committee \(May 2023\)](#)

“Errors made in one piece of research could be passed into new thinking and even magnify with time, having knock-on effects for the quality of succeeding work.”

“In a study carried out by the Wellcome Trust, 1,832 junior researchers and students were surveyed and 61% said they had felt pressured by their supervisor to produce a particular result.”

Scenario 3:

You are part of a small group (3 members) working on a new project. The project lead is a senior member of the department who has worked at the University for over 20 years and is well-respected in the field. They successfully applied for the funding to conduct the project and are the Principal Investigator. They are often very direct in their communication style. You haven't worked closely with the PI before now but have heard reports from others in the department that they can be intimidating. The third member of the group is an ECR who conducted their PhD abroad and has only recently moved to Warwick. The ECR tells you that during their first meeting with the PI, all their ideas for the project were dismissed and they were told that they must complete the work they have been tasked with. They are now worried to speak up and don't know if they want to continue with the project. What would you do?

Pattern

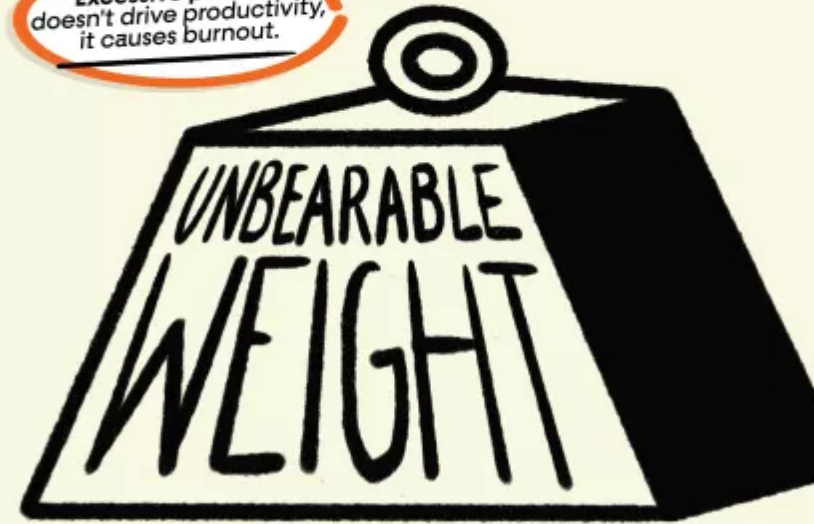
PATTERN | UCL Faculty of Brain Sciences

PATTERN is an awareness campaign featuring posters, merchandise, and workshops that encourage the academic community to challenge norms, change the pattern and foster a respectful, inclusive culture.



UNREASONABLE PRESSURE, INAPPROPRIATE DEMANDS:

Excessive pressure
doesn't drive productivity,
it causes burnout.



SIGNS

- 1 Setting unrealistic deadlines or expectations
- 2 Demanding excessive overtime or disregarding personal capacity
- 3 Failing to provide necessary support or resources
- 4 Ignoring or penalising the need for breaks and time off
- 5 Distributing work inequitably



Scan the code or visit
the link for more information:
www.ucl.ac.uk/ion/pattern

Change the PATTERN



Scan the code or visit
the link for more information:
www.ucl.ac.uk/ion/pattern

change the
PAT
TERN

University of Warwick resources

Our Research Culture Commitments

We are building a research culture where our people thrive through **connection, curiosity, inclusion, and integrity**. With openness and respect, we will create an environment that supports excellent research and **values everyone** who contributes to it.

We will establish benchmarks to **measure progress** and tell a clear, confident story of positive change.



1. Community & Connections



2. Freedom to Grow & Explore



3. Inclusivity & Thriving on Difference



4. Openness, Integrity & Responsibility

Our Dignity Principles



[Report + Support - University of Warwick](#)

[Our Dignity Principles at the University of Warwick](#)

[Social Inclusion Projects](#)

[Cultural Awareness training](#)

[National Centre for Research Culture](#)

[Research Culture Strategy](#)

Useful Links

[Warwick Research Code of Practice](#)

[Do I Need Ethical Approval?](#)

[Ethics Decision Making Tool](#)

[Research in the NHS and Research Sponsorship](#)

[Ethical Conduct of Research](#)

[Information Security, Risk and Compliance AI Policy](#)

[Health and Safety Travel Hub](#)



Further Resources:

[Dilemma Game | Erasmus University Rotterdam](#)

[Home - UK Research Integrity Office](#)

[Research Integrity Online Training | Research at Warwick](#)

Contacts:

Rosie.Bellamy@warwick.ac.uk

Researchgovernance@warwick.ac.uk

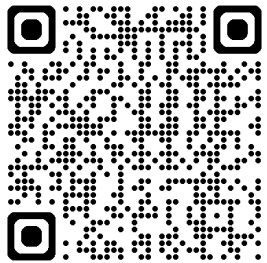


Research Culture Week

23 - 26 March 2026

Celebrating research culture through a programme of engaging events hosted by colleagues from across the university.

Everyone is welcome.....come along and be part of the conversation!



Find out more and sign up to events.

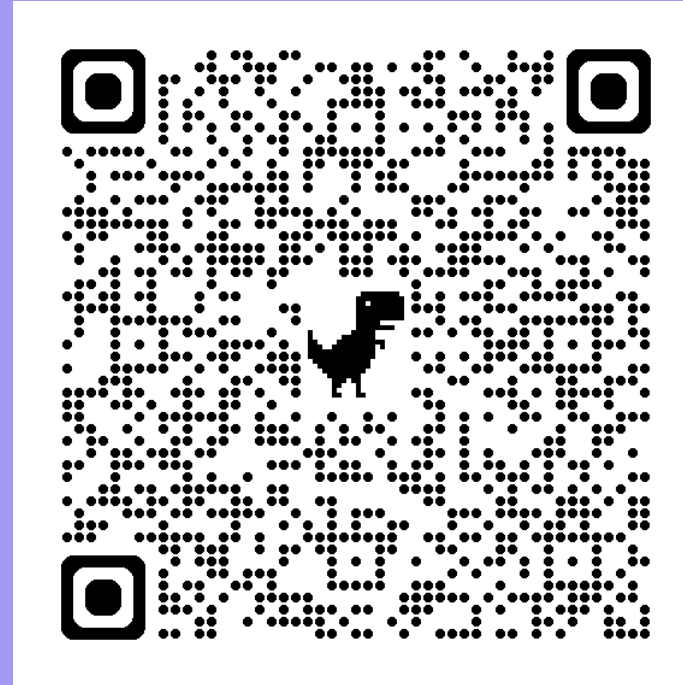


Research Integrity Dilemmas



Thank you for taking part!

We value your feedback:



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