



Leadership Discussion Guide: A Delicate Negotiation

You are a Ph.D. Student working with a student from another university on a collaborative grant. You shared a theoretical framework that you had developed with the other student, and then did not hear anything in response. After a while, the student finally shared a copy of her dissertation with you. You noticed that she had used your theoretical framework without attribution. What do you do?

Decision Making Framework:

- 1) List the issues raised by the 2MC.
- 2) What rules or regulations apply to the situation?
- 3) What questions will help you open up the problem?
- 4) What resources could you use or consult to help you make a decision?
- 5) What are your options and how does each option affect others involved in the situation?
- 6) What would you do after considering all of these and in light of your own values statement?

Issues:

Stealing Intellectual property
Potential problems with data keeping
What do you really know?
Whose data is it?

Rules and Regulations:

Federal research integrity regulations
University's regulations

Resources:

Campus and federal regulations
Research integrity officer on campus
Mentor
Colleagues

Options:

Ask for recognition on the paper
Report it
Wait and see
Talk to the research integrity officer on your campus
Talk to the visiting researcher in question
Talk to adviser or other trusted mentor



Questions:

Had the PhD student done anything? What? With what results?
How are the relations between the two institutions?
Who would you talk to regarding advice?
Would you reach out to the student?
What is the most desirable outcome?
If the student agreed to recognize you on the paper would that resolve things?
What is the source of funding for this project?
Is there any possibility that you could retreat to your Ph.D. lab to regroup?

Takeaway Lessons:

1) Information Gathering

You know what appears to have happened, however, you would need more information before going forward.

2) Seeking Resources

You may need advice before you take the next step. Are you on close enough terms with your Ph.D. advisor or any member of your committee to seek confidential advice from one person? Does your new camps have an ombudsperson who might be able to provide confidential advice?

3) Asking Questions

Once you have gathered the facts so you have a fuller sense of the situation, One option is to talk with the PhD student based on what you have learned. Be clear on what you are wanting and focus on salvaging the relationship. You should rehearse these questions so you can ask them in a low-key, professional affect, without making charges.

4) Follow the Rules for Having a Dispute Professionally

Before you have your conversation with the visiting faculty member you should read and absorb the rules for having a dispute professionally.

Next Steps:

You have two main options, first allowing the attribution to be missing or second getting the attribution to the paper. If you decide to let this go or have the belief that the student will put the attribution in later you run the risk of doing research with no credit. If you decide to ensure that the attribution is added then you have a few ways of doing this. Two of the main ways is to either approach the student and ask for the attribution or report the student. If you are not tactful the student can take offense. Furthermore you decided that is was a good idea to do research with this student if you are not careful you might burn a bridge. If the discussion goes poorly, have you documented your contributions to the research well enough that you are able to report the student.

What Really Happened:

The PhD candidate faced with this dilemma wrote a letter to the other student in question. In this letter the PhD candidate demanded that the attribution be made. The student took offense, but made the adjustments.

