



# Vice President for Research Office of Postdoctoral Affairs

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*Andreea Trache, Ph.D.*

*Faculty Fellow*



# Mission

To be an advocate for postdoctoral researchers and postdoctoral specific interests, to provide professional development training and create career development opportunities for postdoctoral researchers, and to be a central resource for the postdoctoral community.

# Vision

Establish an office that is a national model for providing coordinated, collaborative, and comprehensive support for postdocs.

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# Goals

- Networking and professional development opportunities and resources
  - Coordinated, campus-wide communication and activities
-

# The Team



**Dr. Gerianne  
Alexander**

Associate Vice President  
for Research  
*Professor of Psychology*  
*Director of Clinical  
Training*

**[galexander@tamu.edu](mailto:galexander@tamu.edu)**



**Dr. Andreea Trache**

Faculty Fellow  
*Associate Professor*  
*of Medical Physiology and*  
*Biomedical Engineering*  
**[trache@tamu.edu](mailto:trache@tamu.edu)**



**Shannon Eyre**

Senior Administrative  
Coordinator  
Division of Research  
**[seyre@tamu.edu](mailto:seyre@tamu.edu)**

# Postdoctoral community

## What is a postdoc?

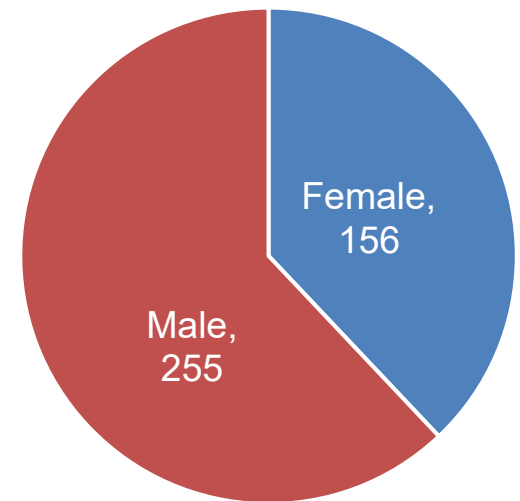
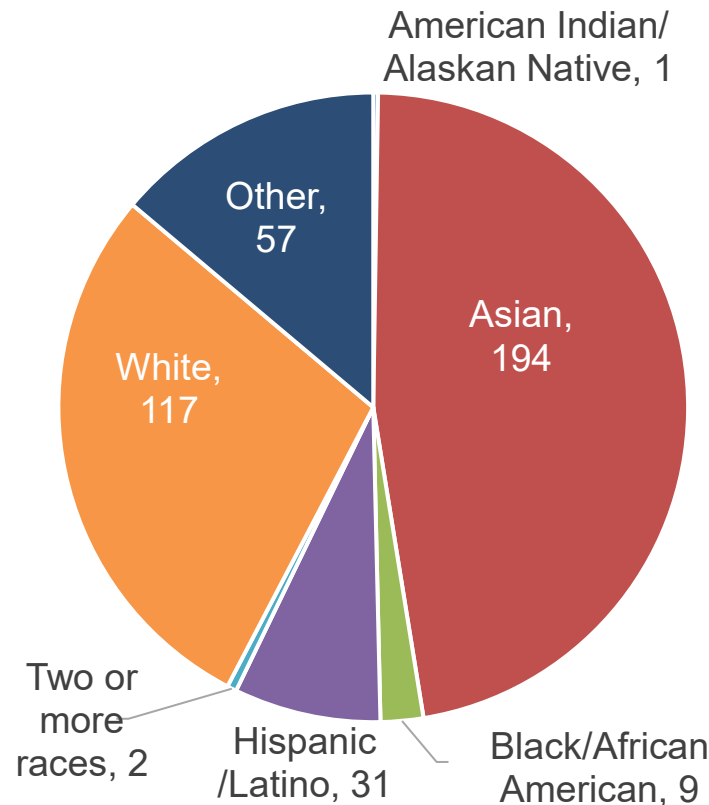
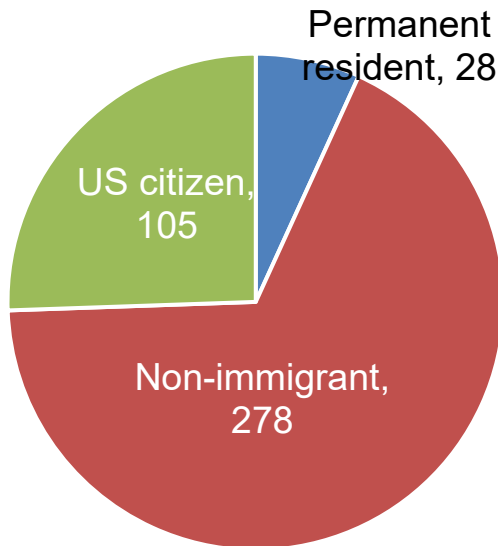
- National Institutes of Health and National Science Foundation:  
“An individual who has received a doctoral degree (or equivalent) and is engaged in a **temporary** and **defined period** of mentored advanced training to enhance the professional skills and research independence needed to pursue his or her **chosen career path**.”
- National Postdoctoral Association: “A postdoctoral scholar (‘postdoc’) is an individual holding a doctoral degree who is engaged in a **temporary** period of **mentored** research and/or scholarly training for the purpose of acquiring the professional skills needed to pursue **a career path of his or her choosing**.”

NSF: [https://www.ninds.nih.gov/sites/default/files/Reed\\_Letter\\_508C.pdf](https://www.ninds.nih.gov/sites/default/files/Reed_Letter_508C.pdf)

NIH: [https://www.training.nih.gov/resources/faqs/postdoc\\_irp](https://www.training.nih.gov/resources/faqs/postdoc_irp)

NPA: [https://www.nationalpostdoc.org/page/What\\_is\\_a\\_postdoc](https://www.nationalpostdoc.org/page/What_is_a_postdoc)

# Postdoctoral community



October 2021  
**Total: 411**

# Postdoctoral community

## PDA Chapters

### ➤ Texas A&M University PDA

- College of Veterinary Medicine
- College of Medicine
- Institute of Biosciences and Technology - Houston
- Department of Chemistry

### ➤ National Postdoctoral Association\*

\* postdocs and faculty have free access to NPA resources as affiliate members of TAMU Organizational member

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# Leveraging existing assets

## Professional development program

- Annual Postdoctoral Research Symposium
  - Professional Development Workshops Series
    - Mentoring Workshops
    - Career Development
    - Teaching Workshops
    - Postdoctoral Affairs
  - New Postdoc Orientation
  - Travel awards
  - Individual Development Plans
-





# Leveraging existing assets

## Collaborate across University

- Career Center
  - Center for Teaching Excellence (CTE)
  - Center for the Integration of Research, Teaching and Learning (CIRTL)
-

# Advantages for postdoc professional development

- Recruiting tool for new faculty and postdocs
  - Enhancing success - support training grants and individual fellowships
  - Enhance postdoc professional competencies to support their career goals
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# Assessment

- Assessment of postdoctoral interests
    - Professional development survey
    - Climate survey
  
  - Assessment of faculty and administrators input regarding postdocs
-

# Short-term goals

- PDO website
  - Identify college-specific needs of postdocs and faculty
  - Educate the campus about support for the postdoctoral scholars
  - Advisory committee
-

# Postdoctoral Workshops

- May 11 - Find your niche for career success: From Research to Teaching  
Soon Mi Lim, PhD – Department of Chemistry
  - June 8 – Releasing Stress in the Body  
Anna Taggart Minahan, MS - Department of Recreational Sports
  - July 13 – Enhancing Your Scholarly Identity and Impact  
Bruce Herbert, PhD – Office of Scholarly Communication
-



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# Contact

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Faculty Fellow

Shannon Eyre  
Senior Administrative Coordinator  
[opa@tamu.edu](mailto:opa@tamu.edu)

Website: <https://vpr.tamu.edu/research-resources/office-of-postdoctoral-affairs/>

Listserv sign-up: <https://tinyurl.com/OPAPDA>

Calendar of events: <https://tinyurl.com/opacalendar>

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# RESEARCH MISCONDUCT AND ETHICAL AUTHORSHIP



**DIVISION OF RESEARCH**  
TEXAS A&M UNIVERSITY

# RESEARCH MISCONDUCT DEFINED

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1. Data Fabrication – **making up** data or results
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# NSF VS. NIH

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Both agencies have similar definitions of research misconduct and similar processes to determine research misconduct.

NIH – predominantly **F&F**

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Guilty verdict NSF>NIH (2:1)

**Verbatim Plagiarism\*** –

Acts of copying, pasting, and integrating (CPI) text into a document.

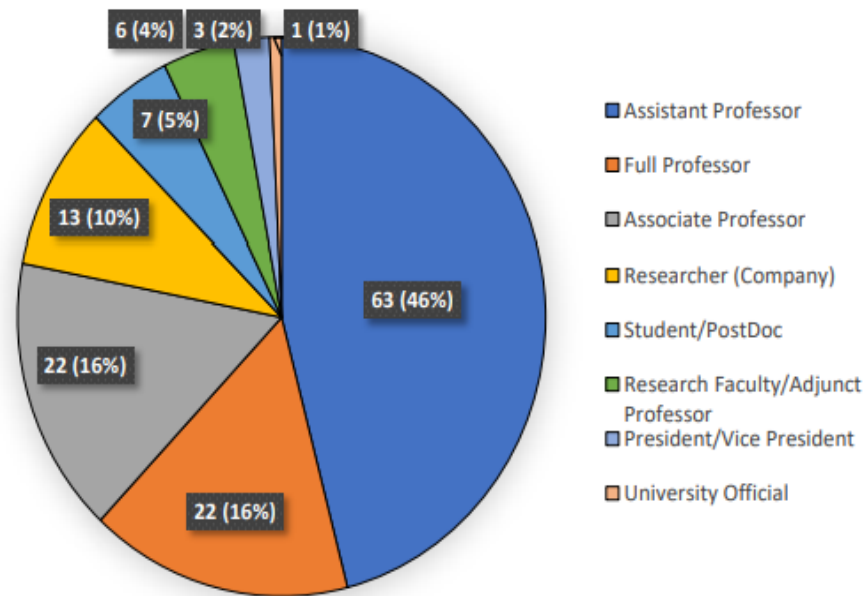
Relatively easy to establish intent

# NSF REPORT NO. OIG I-18-0002-PR (3.4.2022)

## WHO

- Junior academic positions
- Educated in non-U.S. institutions
- Committed plagiarism in multiple grant applications

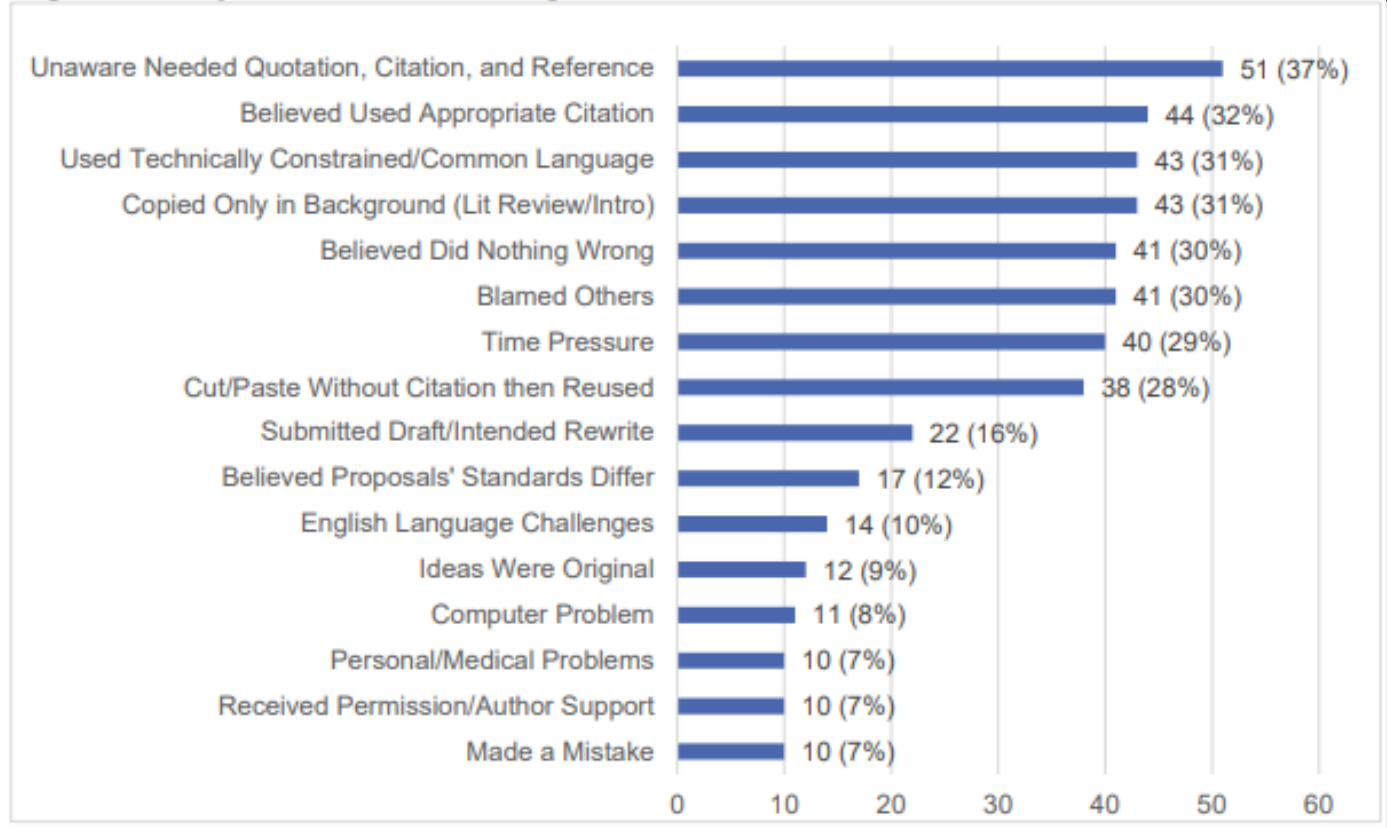
Figure 1. Subjects' Occupation



Source: NSF OIG-generated.

# NSF REPORT: TARGETED EDUCATION

**Figure 4. Subjects' Reasons for Plagiarism\***



# ETHICAL AUTHORSHIP

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- Plagiarism of IDEAS – almost impossible to establish in collaborations
- Authorship disputes – treated as an academic matter
- [AuthorshipGuidelines 08-2021.pdf \(tamu.edu\)](#)

# AUTHORSHIP: IMPROPER PRACTICES

- Ghost - not including an individual who contributed to the research
- Gift or Guest -including an individual who did not contribute to the research
- Including an author **without their consent**

## Dairy journal retracts paper lacking co-authors' consent

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# SYSTEM AND UNIVERSITY POLICY: AUTHORSHIP

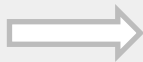
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## SAP 15.99.03.M1.02

- Criteria for authorship of a manuscript, creative work, or other intellectual product should be **consistent with the norms of the discipline**.
- **The primary author** should be able to assure that he/she has reviewed all the primary data, primary sources, critical information, or major elements on which the publication, creative work, or other intellectual product is based and **should be able to provide a brief description of the role of each co-author**.
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# THE OUNCE OF PREVENTION

AVOID PLAGIARISM



ETHICAL AUTHORSHIP



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FROM START TO FINISH

**PREPARE**

- USE PRIMARY LITERATURE**  
Secondary sources might have misinterpreted the work
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Accurately communicate their ideas and terminology

**WRITE**

**CITE YOUR SOURCES**

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Present unbiased information by acknowledging conflicting evidence and alternative interpretations
- DO NOT PLAGIARIZE**  
— USE YOUR OWN WORDS — AND — SENTENCE STRUCTURE —  
**MAINTAIN THE INTENDED MEANING OF THE SOURCE**
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**ORI** THE OFFICE OF RESEARCH INTEGRITY

THANK YOU



**DIVISION OF RESEARCH**  
TEXAS A&M UNIVERSITY



# MGT Working Group #35: Consolidation of IT

Subgroup 3: Research

Presented by group member and CPI member

Daniel A. Jiménez, Engineering (CSCE)

# Objectives

- Determine IT assistance needed for proposal support
- What are IT needs among PIs for services?
- What research technologies are or are not working well? What new technologies would enable strategic growth? What should be replaced?
- How best should research technology support staff meet needs of PIs?
- What do PIs need from IT to ensure compliance?

# Activities

- Committee met weekly to discuss and attempt to address objectives
- We surveyed PIs to understand the needs
- Designed survey with 18 questions, iterated with CPI leadership
- Survey administered 23 through 31 March 2022 to all PIs
- Committee processed 172 complete responses
- Findings motivated recommendations sent to Ed Pierson; draft memo to Kathy Banks being reviewed by Ed

# Findings

- Research community wants consistent access to common software applications. Many are unaware of access to current products.
- Pre-proposal compute, storage, budget estimation, secure resources, support personnel needed across the university. Currently access varies by organizational unit.
- Understanding the security concerns, researchers still want more administrative access to their own machines to e.g. install software.
- IT personnel lack specialized skills to support research.
- Locally embedded IT personnel should remain, but there is inequity among colleges. Locally embedded personnel improve accountability and research outcomes.

# Findings, continued

- Periodic engagement between IT and research community (e.g. CPI) is needed
- Timely IT support that does not first require a ticketing system or central help desk is important to receive support familiar to PIs' research environment, as opposed to receiving support from a generalist
- Low/no cost storage and computing platform is necessary. ViDaL was good but we need a sustainable long-term solution. Customizable storage often needed for data beyond the lifecycle of the grant.

# Findings, continued

- Secure storage needed institution-wide to meet compliance requirements (e.g. HIPAA and FERPA). Resources must satisfy custom compliance requirements to meet contractual obligations (e.g. on-site, encrypted, etc.)
- Need improvement in communication of secure computing practices and access to secure data storage options. Training programs, events, and workshops needed to help research faculty make informed decisions during proposal submission, management of grants, and long-term storage of data

# Recommendations

- Advocate research technology support model that minimizes barriers to access support and ensures IT personnel are physically close to the organizational units they serve
- Publish compute, data storage, data management, software deployment, compliance assurance, and endpoint support systems into a collection of resources offering timely, low-cost, rapid access to research information resources
- Unify research software access, methods of software deployment, and renegotiate software contract pricing to enable cost advantages for the research community
  - E.g. develop a web publication that provides a comprehensive catalog of software available, costs, methods for purchase, security ratings.

# Recommendations continued

- Build a research data compute and storage platform leveraging the ViDaL concept to provide a long-term, low-cost research platform containing both on-site and cloud resources with secure practices dependent on regulated data
- Establish continuous improvement of research technology services through accountable leadership with the new centralized IT organization to ensure the voices of researchers are prioritized
  - E.g. survey after IT service delivery
  - Accountable leader with authority to enact change
  - Engage with research community through attendance of research-related committees e.g. CPI



# Where We Are Now

- A draft memo has been sent to Ed which we expect he will lightly edit and send to Kathy along with recommendations from the other subgroups
- We cannot release the raw survey data due to the ability of answers to deanonymize the participants
- The analysis of survey results in this document is a summary of results in the draft memo. When the memo is finalized I will be happy to provide you with a copy. If you ask for the draft I will be less happy but I will still provide it to you.

# Working Group #35 subgroup 3

- Joshua Kisse, Director of IT, Assistant CIO for Texas A&M Health IT
- Jean-Luc Guermond, Professor, Department of Mathematics
- Agatha Alonso, Executive Assistant, College of Pharmacy
- Aaron Brender, Director, Research Technology Services, Research Enterprise Business Services (VPR's office)
- Kathy Leath, Business Manager, Division of Information Technology
- Daniel A. Jiménez, Professor, Department of Computer Science & Engineering

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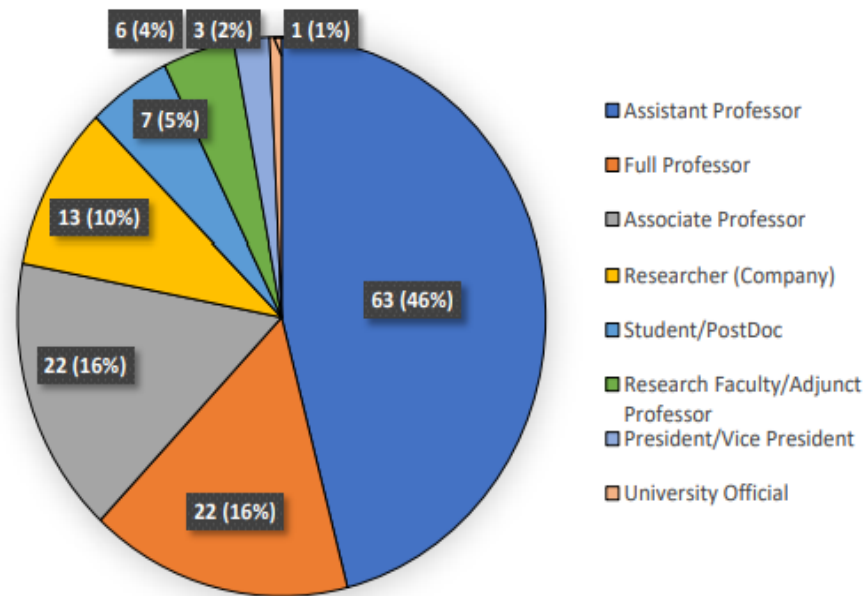
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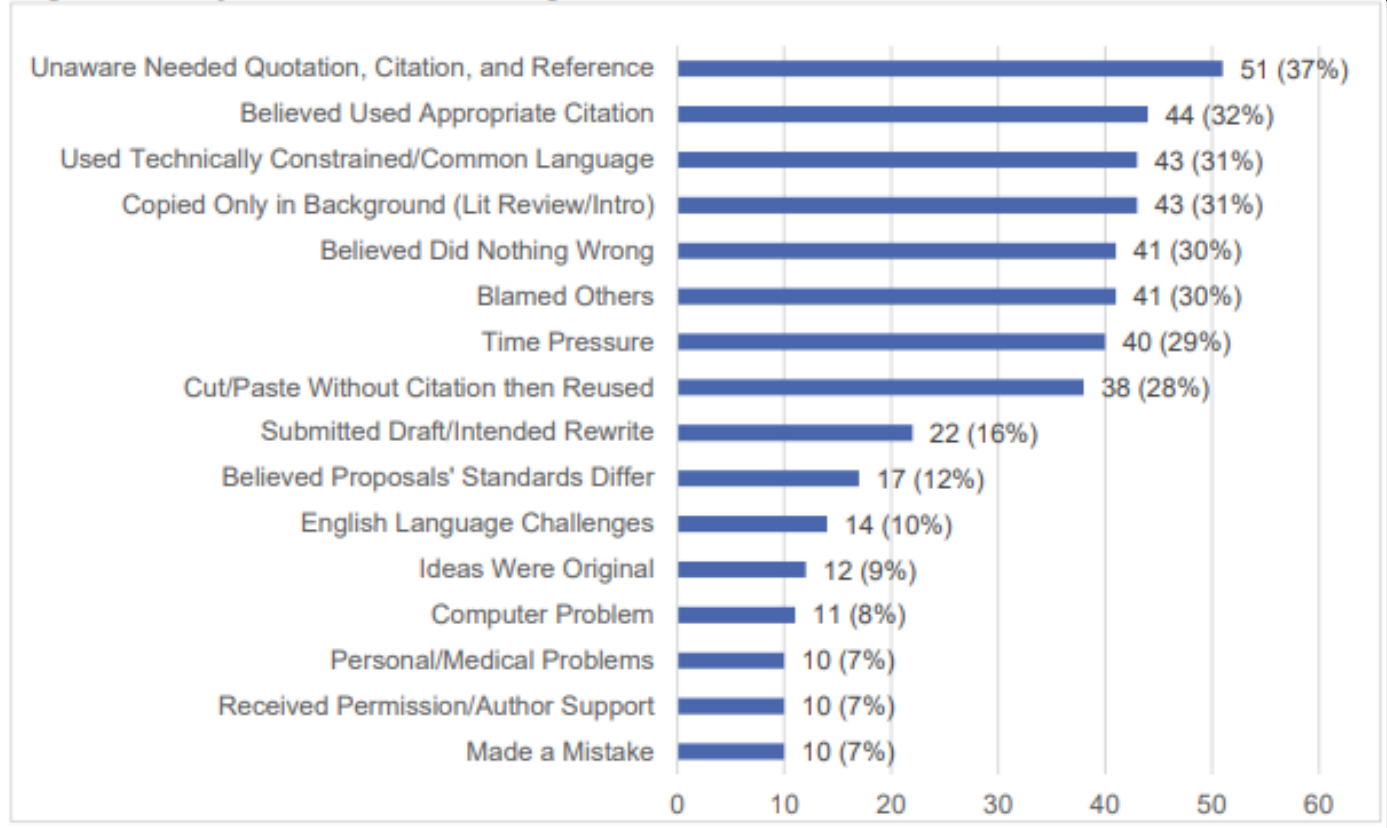
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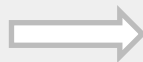
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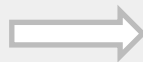
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