



publicationethics.org

PUBLICATION ETHICS & Authorship Dispute

Dr Trevor Lane
COPE

Universiti Malaysia Sabah, 1 July 2022



PRESENTER



Trevor Lane, MA, DPhil
Council Member &
Chair, Education Subcommittee, COPE

Dr Trevor Lane is a publishing and education consultant based in Hong Kong. From 1997 to 2005, he was the managing editor of several medical journals in Asia and the senior editor of two social science journals in the United States. From 2005 to 2015, he headed a knowledge exchange unit at the University of Hong Kong, where he taught research communication and publishing ethics to postgraduate students and helped staff publish and publicise their research. He was elected to COPE Council in 2016.

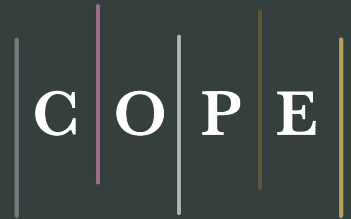


Publication Ethics & Authorship Dispute

Agenda

- Introduction to COPE
- Authorship issues
- Possible solutions
- Q & A session

Introduction to COPE





ABOUT COPE



- Non-profit established in 1997; operated, managed, and governed by small group of paid employees with volunteers on **Trustee Board and Council**
- >12,000 members are primarily editors and owners/publishers of scholarly journals of all disciplines; includes editorial and publishing support services, **universities & research institutes**:
<https://publicationethics.org/membership/universities-research-institutes>
- COPE brings together all those involved in scholarly research and its publication to strengthen the network of support, education, and debate in publication ethics: ***Creating a culture of publication integrity together***



COPE CORE PRACTICES

Policies and core practices required to reach the highest standards in publication ethics:



Allegations of misconduct



Authorship and contributorship



Complaints and appeals



Conflicts of interest/
Competing interests



Data and reproducibility



Ethical oversight



Intellectual property



Journal management



Peer review processes



Post-publication discussions and corrections



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Allegations of misconduct



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Data and reproducibility

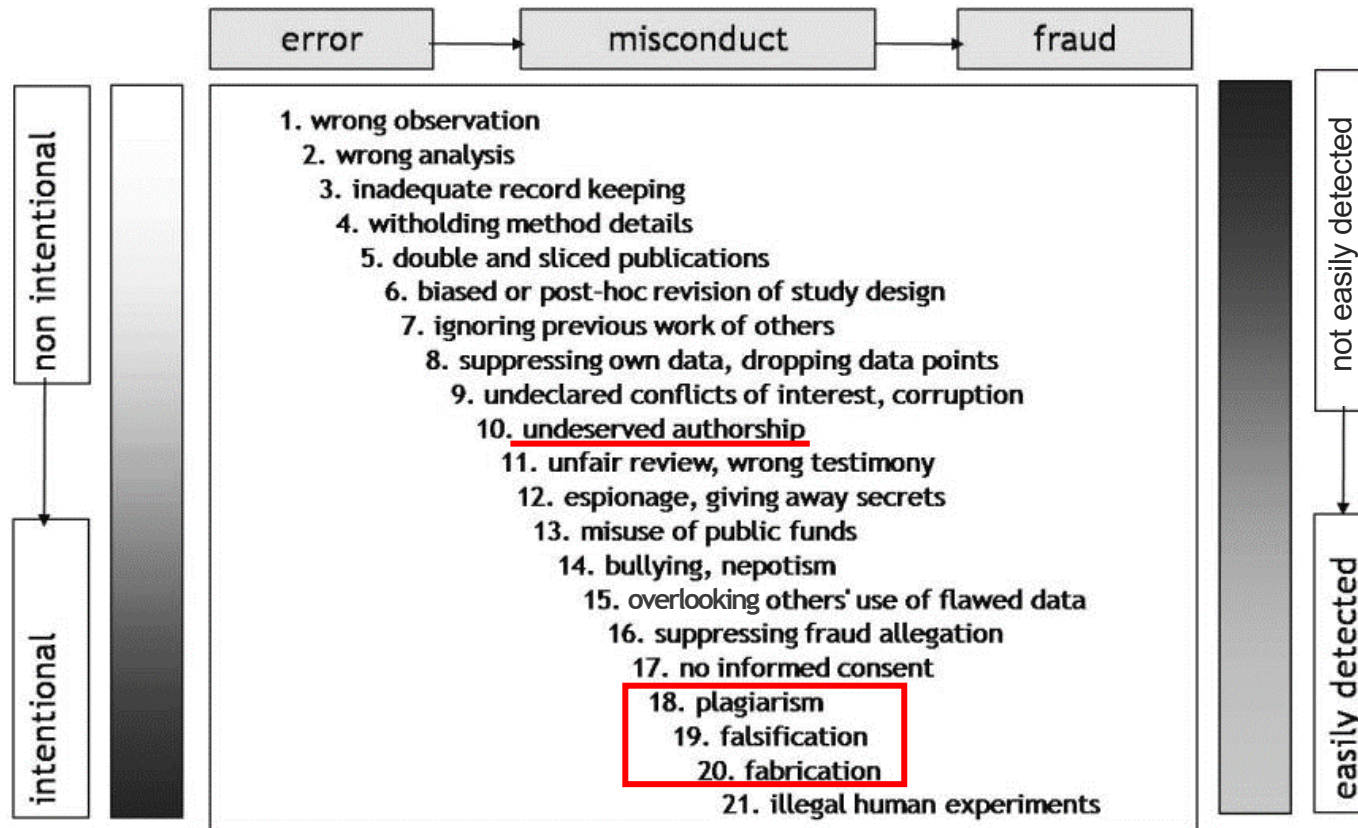
Non-author contributors:

Acknowledgements section

Clear policies (that allow for transparency around who contributed to the work and in what capacity) should be in place for requirements for authorship and contributorship, as well as processes for managing potential disputes

Author byline

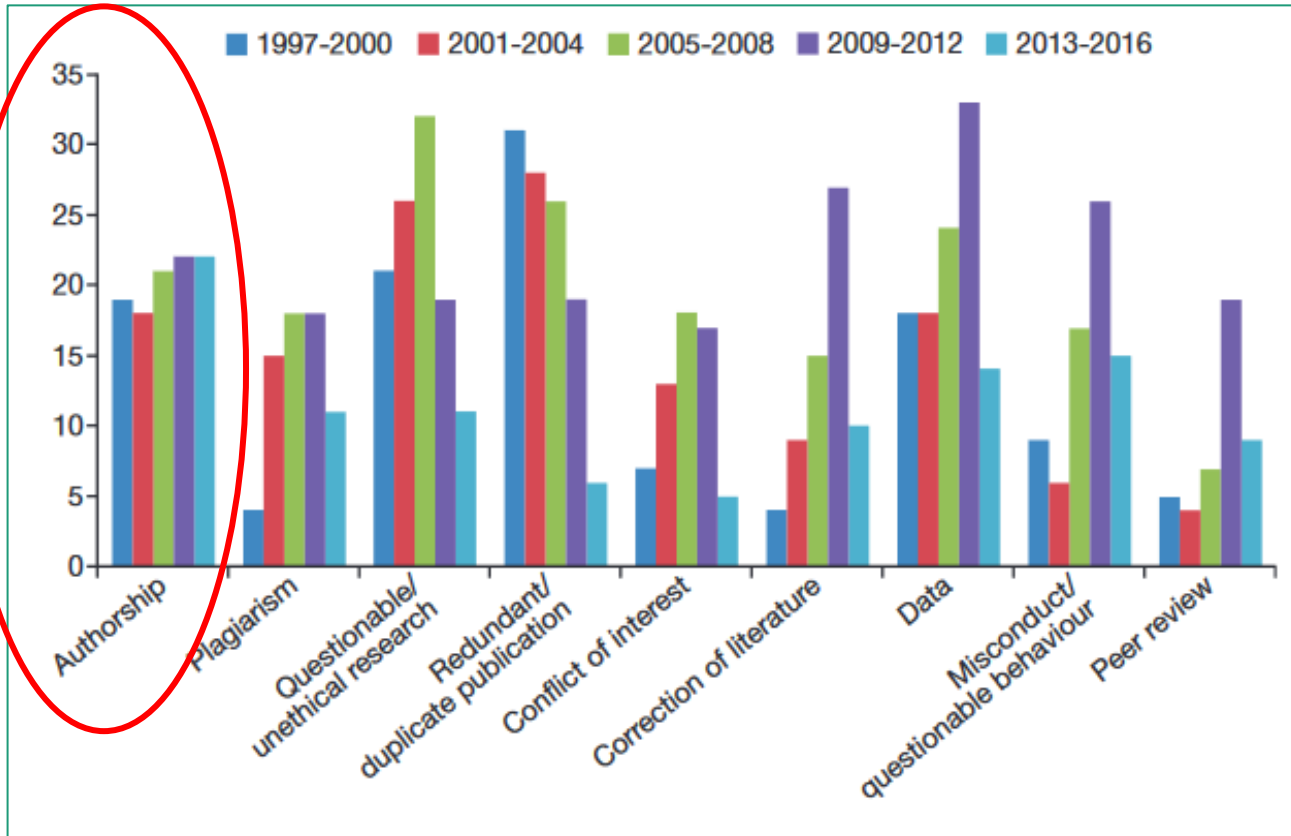
ETHICAL ISSUES IN SCHOLARLY PUBLISHING



...& Questionable research / publication practices:

- inappropriate / insufficient sampling
- inappropriate / biased analysis (P-hacking, confounder bias)
- biased / selective reporting
- not correcting errors
- citation manipulation (inaccurate / fake citations, citation stacking, citation cartels, coercive/coerced citation)
- reviewer misconduct (delay, +/- bias, stealing data, plagiarism, breach of confidentiality)
- fake review & reviewer identity fraud
- **authorship misattribution (& fraud), eg, ghost authors, forged / fake authors**
- **knowingly publishing in predatory journals**
- **unauthorised data use / reporting / sharing**
- unregistered clinical trials, no ethics board approval / waiver etc...

COPE FORUM CASES 1997-2016



- Of 134 authorship cases up to 2019:
 - **questionable changes** to author list after submission (27%)
 - **ghost, guest, or gift** authors (19%)
 - submission **without knowledge** of one or more authors (19%)
 - disputed author **order** (7%)
 - **forged** paperwork (7%)

- often involves other problems (duplication, salami slicing, IP theft, conflicts of interest)



COPE FORUM CASES

- [Case 15-17](#), [Case 06-13](#), & [Case 11-24](#) deal with institutionalised gift authorship for senior researchers
- [Case 07-04](#), with [Case Discussion on gift authorship](#), is about an institute board member and department head who was publishing a total of 50 to 100 articles per year, suggestive of routine gift authorship
- [Case 18-07](#), with [Case Discussion on multi-institution investigations](#), shows need for cooperation and communication among multiple institutions concerned in an authorship dispute





COPE RESOURCES

Examples for authorship and contributorship

Flowcharts

- [Changes in authorship](#)
- [How to recognise potential authorship problems](#)

Guidelines

- [How to handle authorship disputes: a guide for new researchers](#)

Discussion document: [Authorship](#)

COPE Forum Cases:

<https://publicationethics.org/guidance/Case?classification=2772>

Seminars

- [WCRI 2019: Responsible authorship](#)
- [COPE 2021 Seminar: Ethical authorship vs fraudulent authorship](#)

Some slides in this presentation are based on that seminar, CC BY-NC-ND



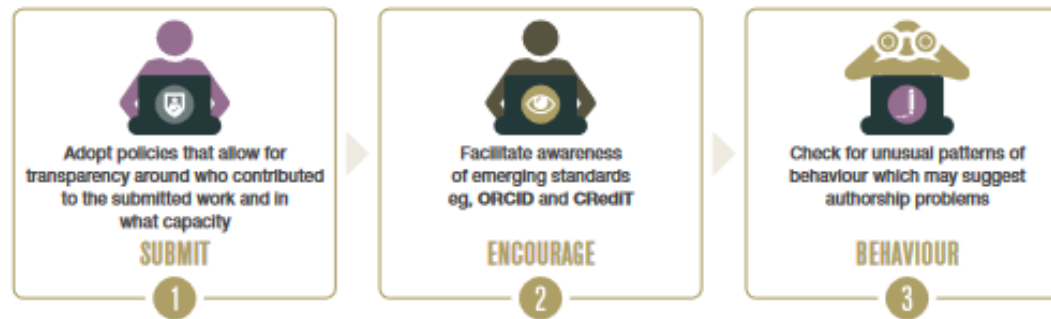
<https://publicationethics.org/resources/flowcharts/how-recognise-potential-authorship-problems>

HOW TO RECOGNISE POTENTIAL AUTHORSHIP PROBLEMS

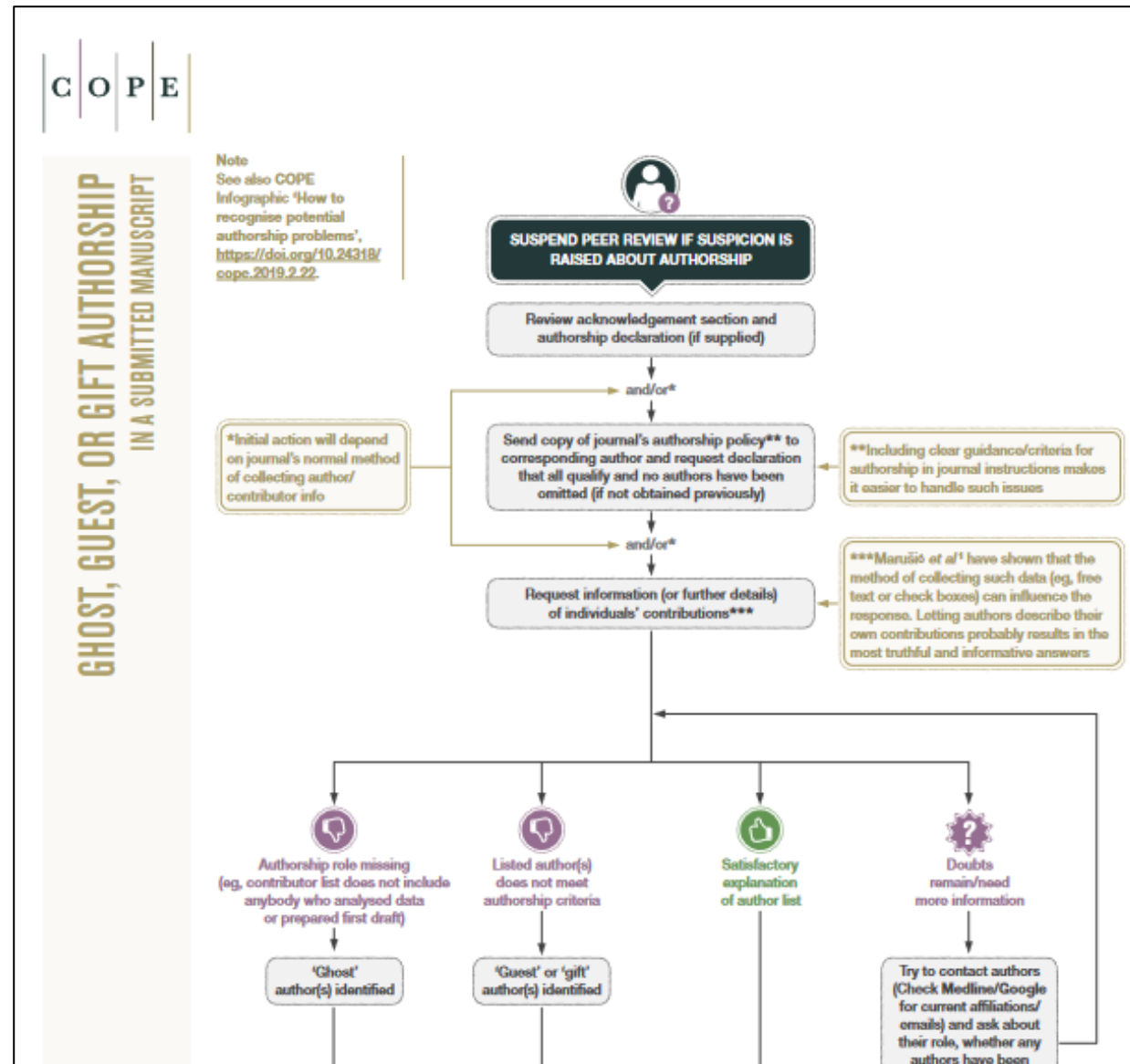
Signs that might indicate authorship problems



Best practice to minimise authorship problems

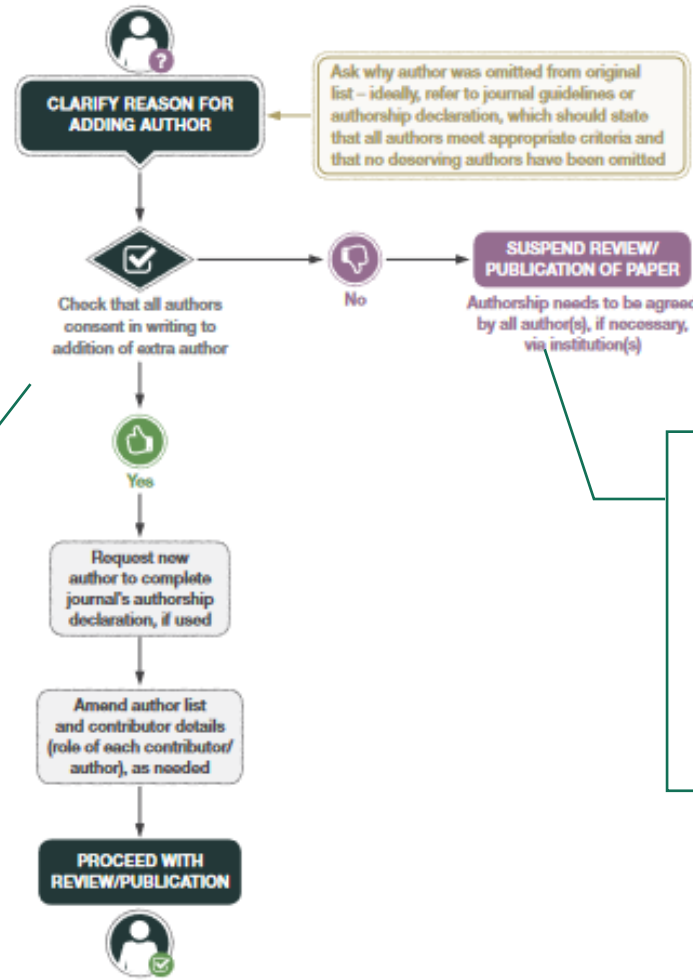


<https://publicationethics.org/files/ghost-authorship-submitted-manuscript-cope-flowchart.pdf>



CHANGES IN AUTHORSHIP
ADDITION OF EXTRA AUTHOR – BEFORE PUBLICATION

Notes
- See also flowchart on 'Ghost, guest, or gift authorship in a submitted manuscript' <https://doi.org/10.24318/cope.2019.2.18> as requests for authorship changes may indicate presence of a ghost, guest, or gift author.
- Major changes in response to reviewer comments (eg, adding new data) might justify the inclusion of a new author.



Ask why author was omitted from original list – ideally, refer to journal guidelines or authorship declaration, which should state that all authors meet appropriate criteria and that no deserving authors have been omitted

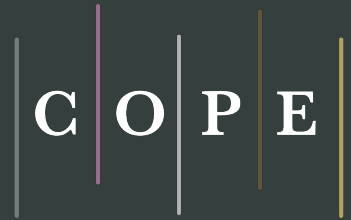
SUSPEND REVIEW/PUBLICATION OF PAPER
Authorship needs to be agreed by all author(s), if necessary, via institution(s)

Author disputes (addition/removal/order change) need resolution by individuals / institutions

Agreed changes must be signed by all

<https://publicationethics.org/files/authorship-a-addition-before-publication-cope-flowchart.pdf>

Authorship issues





AUTHORSHIP MATTERS

- Record of attribution
- Moral and legal rights
- Responsibility for (your/all) content
- Accountability in investigations
- Shapes academic career
 - Expertise & track record (ORCID)
 - Collaborations, networks
 - Funding, awards, promotion
- Institutional reputation



<https://orcid.org/>



OLD & NEW ISSUES

- **Publish or perish**, author credit, competition for resources
- Disguising content
 - Industry research
 - Pseudoscience
 - Spoofs, stings
 - Identity fraud
- More multicenter, ‘collaborative’ work – but people fall out, get ill, are away, leave
- Greater variety of outputs (preprints, data, code, software)
- Diversity & inclusion in research
- Involvement of public, patients, stakeholders
- Publishing traditions
 - Discipline / journal / institution practices
 - New disciplines
 - Interdisciplinary, multidisciplinary journals
- Privacy & confidentiality
 - Anonymous / pseudonymous protection
 - Privacy around legal name changes

| C | O | P | E |

“Author-A et al (2022) reported that...”

WHOSE BYLINE IS IT ANYWAY?

Journal Name, July 2022 (Vol 7)

Journal article title

A Author, B Author, C Author, D Author, E Author, F Author



Lead author/writer?
Guarantor?
Corresponding author?

Corresponding author?
(Administrative task before/after publication)

Amount of work? Value of contribution? Equal contribution?
Alphabetical order? Reverse alphabetical order?
Random order?
Explain in footnote

Senior author?
Group head?
Guarantor?
Corresponding author?

1 author

Available online at www.sciencedirect.com
 **ScienceDirect**
 **ELSEVIER**
 Procedia - Social and Behavioral Sciences 134 (2014) 213 – 219

Procedia
 Social and Behavioral Sciences

ICLALIS 2013

Can't live without my FB, LoL: The influence of social networking sites on the communication skills of TESL students

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Abstract

It is getting common to see two or more people sitting together at a café but not talking to each other. They are using their smart phones, tablets or laptops to browse through social networking sites (SNSs) like Facebook, Twitter, and LinkedIn. Virtual communication seems to be more favourable to certain people as compared to face-to-face communication.

<https://cyberleninka.org/article/n/158538.pdf>

JOURNAL OF INNOVATION & KNOWLEDGE 2 (2017) 155–171

 **Journal of Innovation & Knowledge**
 www.elsevier.es/jik



Empirical paper

Exploring entrepreneurial readiness of youth and startup success components: Entrepreneurship training as a moderator



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 Faculty of Economics & Muamalat, Universiti Sains Islam Malaysia, 71800 Bandar Baru Nilai, Malaysia


ARTICLE INFO	ABSTRACT
Article history: Received 13 June 2016	From the behavioral perspective, this study analyzed the entrepreneurial readiness of youth in terms of opportunity identification, motivational factors, resources, and entrepreneurial

<https://www.elsevier.es/index.php?p=revista&pRevista=pdf-simple&pii=S2444569X1730001X&r=376>

Philosophy and Politics - Critical Explorations

Zhuoyao Li

Political Liberalism, Confucianism, and the Future of Democracy in East Asia



<https://link.springer.com/book/10.1007/978-3-030-43116-7>

International Committee of Medical Journal Editors (ICMJE)

(www.icmje.org)

- 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 **revising** 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.

“PNAS”, McNutt et al, 2018

(<https://doi.org/10.1073/pnas.1715374115>)

- 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;
- 2) **AND** to have approved the submitted version (and any substantially modified version that involves the author's contribution to the study);
- 3) **AND** 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.



DEFINITIONS OF NON-AUTHORSHIP?

ICMJE (www.icmje.org)

Contributors who meet fewer than all 4 of the above criteria for authorship should not be listed as authors, but they should be **acknowledged**.

Examples of activities that alone (without other contributions) do not qualify a contributor for authorship are acquisition of funding; general supervision of a research group or general administrative support; and **writing assistance, technical editing, language editing, and proofreading...**

...obtain written permission to be acknowledged from all acknowledged individuals.

“PNAS”, McNutt et al, 2018



(<https://doi.org/10.1073/pnas.1715374115>)

...To discourage ghost authorship, CAs [corresponding authors] **must reveal** as appropriate whether the manuscript benefited from the **use of editorial services** that, if unacknowledged, might constitute an undisclosed conflict of interest. Examples include **use of an editor from an organization that may have a vested interest in slanting the results or reliance on a technical writer at a level that would warrant authorship credit.**




UNDERLYING PROBLEMS?

- **Practical:**
 - Differences in authorship definitions & criteria, weighting, thresholds
 - Who did what & quality/quantity, record keeping, proof, relative importance?
 - What happens when authors leave institutions during drafting / submission?
- **Institutional traditions**
 - No / unclear IP, data, thesis management policies (eg, student name not on paper)
 - Power relations; students / juniors versus supervisors, lab / dept head (eg, supervisor name added to paper)
- **Credit & appraisal systems**
 - Institutions' publication rules for hiring, promotions, awards, graduation
 - Institutions' promotion of JIF, authorship position/type, metrics, quantity>quality, no checks
 - Funder assessments / government assessments / world rankings using JIF or cites

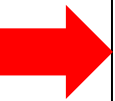
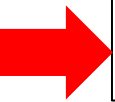


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*    (LRT);  (SWC)

UNETHICAL OR FRAUDULENT AUTHORSHIP?



Gift authorship,
eg, for funding,
technical service,
data/materials,
supervision,
artwork



Guest authorship
(name dropping of key
opinion leaders,
+/- permission)



**Coerced/coercive
authorship**



Questionable authorship practices,
eg, reciprocating gift/guest authorship, paying, bartering,
relinquishing authorship
(demoting author to acknowledgements, =ghost author)



Ghost authorship
(missing from byline)



UNETHICAL OR FRAUDULENT AUTHORSHIP?



Fake / false authorship



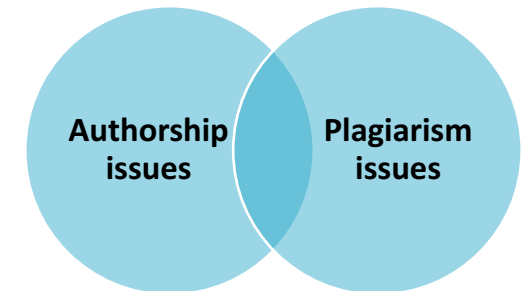
Forged co-authorship



Publication not authorised



Plagiarism

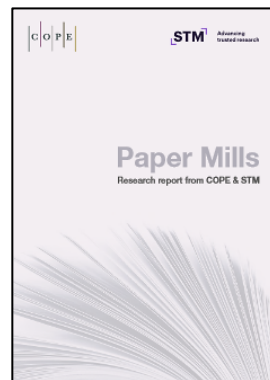


UNETHICAL OR FRAUDULENT AUTHORSHIP?



Using a paper mill to write fake paper

<https://publicationethics.org/resources/research/paper-mills-research>



Using a paper broker to add your / other's name

<https://publicationethics.org/resources/discussion-documents/predatory-publishing>



Knowingly publishing in predatory journal



UNETHICAL OR FRAUDULENT CONTRIBUTORSHIP?



Guest contributorship



Fake / false contributorship



Coerced/coercive contributorship



Ghost contributorship

Could be ghost author if contribution was substantial

Ghost writer
Ghost editor
Ghost proofreader
Ghost translator



Questionable contributorship practices, eg, reciprocating guests, paying, bartering



Forged contributorship



Contribution not authorised



EXTENT & NATURE OF PROBLEM

- **21%** of articles in 6 medical journals in 2008 had undeserved +/- ghost authors (<https://www.bmj.com/content/343/bmj.d6128>)
- **41%** of first-authors of Cochrane reviews, 2016-2018, reported gift authorship (<https://doi.org/10.1016/j.jclinepi.2020.08.004>)
- **35.5%** of respondents reported adding an undeserving author (<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0187394>)

MISBEHAVIOUR OR MISCONDUCT?

- Misrepresentation, impersonation, grant fraud; usually involves plagiarism
- Unjustified authorship is considered research misconduct in South Korea
(*Nature News* 12 Nov 2019: More South Korean academics caught naming kids as co-authors,
<https://www.nature.com/articles/d41586-019-03371-0>)
- “Legal remedies for medical ghostwriting: Imposing fraud liability on guest authors of ghostwritten articles”
Stern S, Lemmens T (2011), *PLoS Med* 8(8): e1001070.
doi:10.1371/journal.pmed.1001070.
(<https://journals.plos.org/plosmedicine/article?id=10.1371/journal.pmed.1001070>)



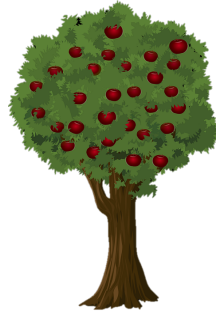
EXTENT & NATURE OF PROBLEM



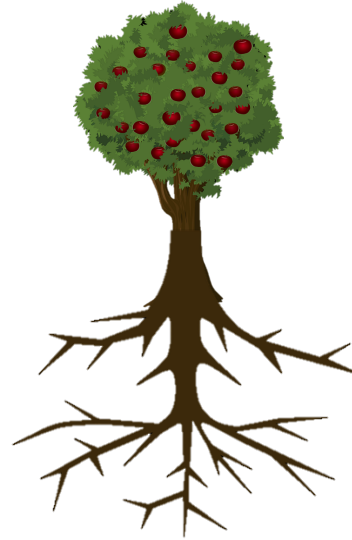
Bad apples



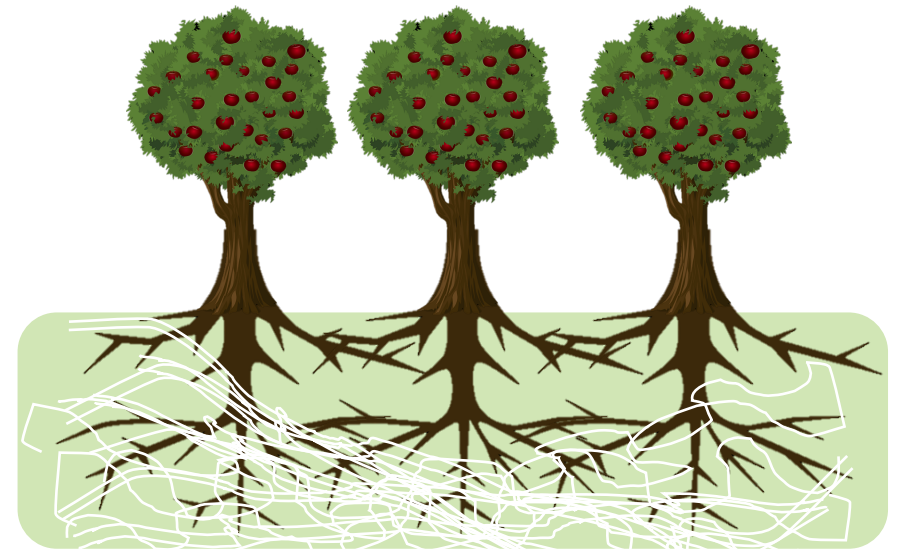
Bad barrels



Bad tree

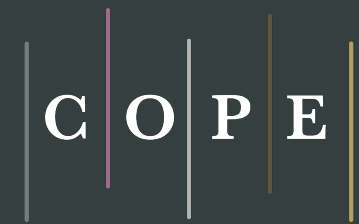


Deep-rooted
systemic problem



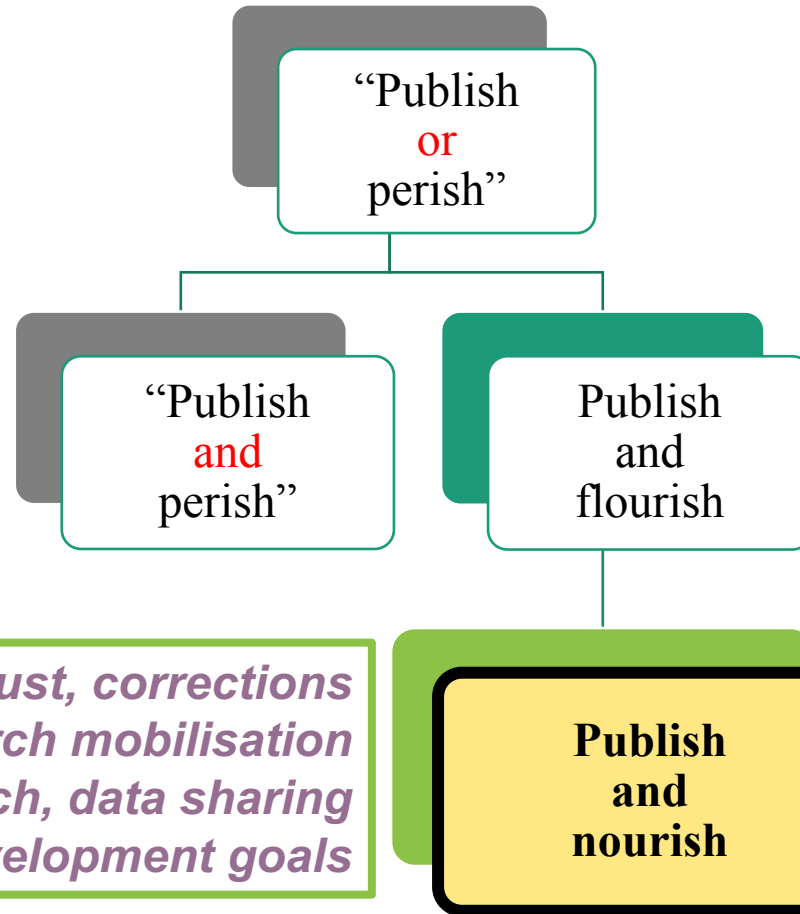
Orchard problem
Network, community, environment
Underlying culture & ecosystem


Possible solutions



PUBLISH & NOURISH

- *No one reads paper*
 - *Publication might prevent patenting*
 - *Disinformation, unethical practice*
 - *Predatory journals*
- www.ThinkCheckSubmit.org



- *Open Access*  *ACCESS*
- *Research networks, conferences, debate*
- *Citations, reputation*

- *Accountability, trust, corrections*
- *Knowledge exchange & research mobilisation*
- *Open Research, data sharing*
- *Societal impact: Sustainable development goals*





CONTRIBUTOR ROLES TAXONOMY (CRediT)

<https://www.niso.org/publications/z39104-2022-credit>

National Information Standards Organization

The Contributor Roles Taxonomy's 14 roles and best practices represent a simple but comprehensive system that enables the range and nature of contributions to scholarly published output to be captured in a transparent, consistent, and structured format

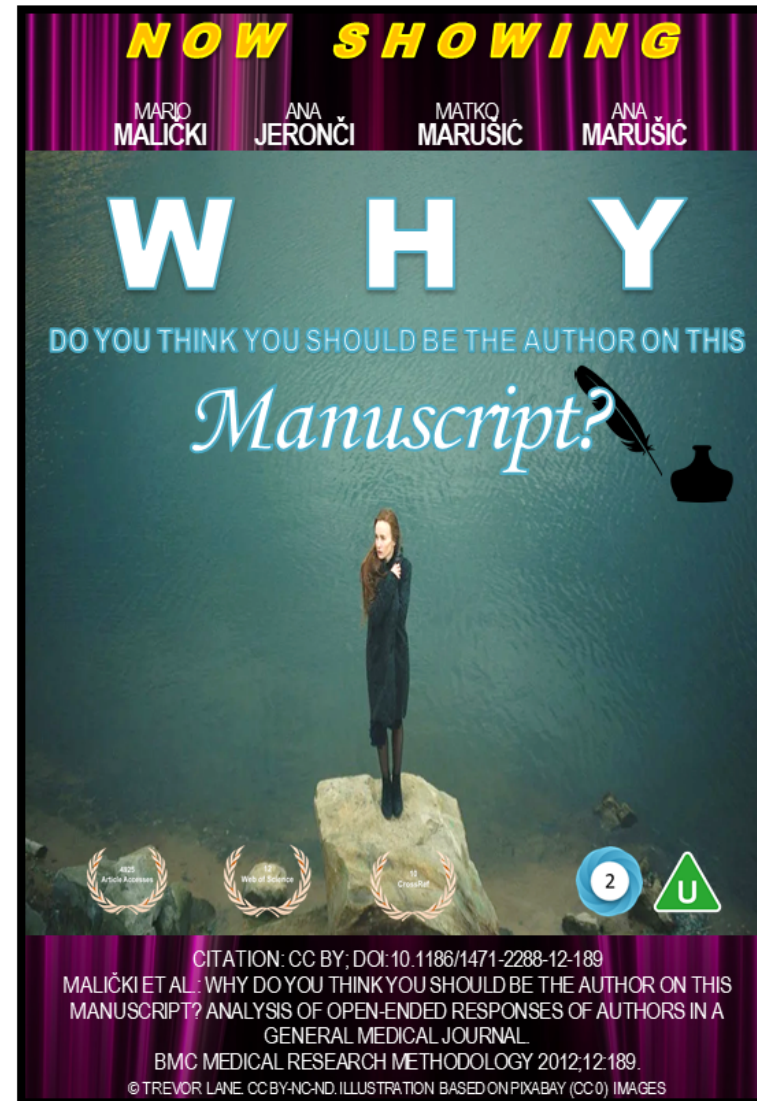
Conceptualization
Data curation
Formal analysis
Funding acquisition
Investigation
Methodology
Project administration

Resources
Software
Supervision
Validation
Visualization
Writing – original draft
Writing – review & editing



CREDITS?

- Policies, procedures, guidelines for recording **all** contributions clearly
- But... journals usually ask for only authors' contributions
- **Authorship criteria for institution / discipline / journal may differ**
- **Needs cross-checking in appraisals**



CReditS

Conceptualization	RESEARCHERS1,2,3
Data curation	RESEARCHER2
Formal Analysis	RESEARCHER1, ANOTHER2
Funding acquisition	AN OTHER1, ANOTHER2
Investigation	RESEARCHERS2,3
Methodology	AN OTHER2
Project administration	RESEARCHER1
Resources	RESEARCHERS1,3
Software	AN OTHER2
Supervision	RESEARCHER3
Validation	RESEARCHERS1,2,3
Visualization	AN OTHER3
Writing – original draft	RESEARCHER1
Writing – review & editing	RESEARCHERS1,2,3, AN OTHER3



No animals were harmed during this production.
CRedit items based on credit.niso.org




AUTHORSHIP?

International Committee of Medical Journal Editors (www.icmje.org)

- 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 revising 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.

CReditS	
Conceptualization	RESEARCHERS 1,2,3
Data curation	RESEARCHER 2
Formal Analysis	RESEARCHER 1, ANOTHER 2
Funding acquisition	AN OTHER 1, ANOTHER 2
Investigation	RESEARCHERS 2,3
Methodology	AN OTHER 2
Project administration	RESEARCHER 1
Resources	RESEARCHERS 1,3
Software	AN OTHER 2
Supervision	RESEARCHER 3
Validation	RESEARCHERS 1,2,3
Visualization	AN OTHER 3
Writing – original draft	RESEARCHER 1
Writing – review & editing	RESEARCHERS 1,2,3, AN OTHER 3

 
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Only these are authors



C O P E

AUTHORSHIP?

“PNAS”, McNutt et al, 2018 (<https://doi.org/10.1073/pnas.1715374115>)

- 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;
- 2) **AND** to have approved the submitted version (and any substantially modified version that involves the author’s contribution to the study);
- 3) **AND** 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.

CReditS	
Conceptualization	RESEARCHERS 1,2,3
Data curation	RESEARCHER 2
Formal Analysis	RESEARCHER 1, ANOTHER 2
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Investigation	RESEARCHERS 2,3
Methodology	AN OTHER 2
Project administration	RESEARCHER 1
Resources	RESEARCHERS 1,3
Software	AN OTHER 2
Supervision	RESEARCHER 3
Validation	RESEARCHERS 1,2,3
Visualization	AN OTHER 3
Writing – original draft	RESEARCHER 1
Writing – review & editing	RESEARCHERS 1,2,3, AN OTHER 3

 
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More qualify as authors



AUTHORSHIP?

“Neurology” journals

(American Academy of Neurology; <https://www.neurology.org/authorship-and-disclosures>)

Neurology defines an author as a person who has made a substantive intellectual contribution to the submitted manuscript. A substantive contribution includes one or more of the following:

- **Design or conceptualization** of the study
 - OR major role in the **acquisition of data**
 - OR **analysis** or **interpretation of the data**
 - OR **drafting or revising** the manuscript for intellectual content
- All those qualifying for authorship must give final approval of the version to be published and take responsibility for the conduct of the research.

Professional writers employed by pharmaceutical companies or other academic, governmental, or commercial entities who have drafted or revised the intellectual content of the paper must be included as authors.

CRediT

Conceptualization	RESEARCHERS 1,2,3
Data curation	RESEARCHER 2
Formal Analysis	RESEARCHER 1, ANOTHER 2
Funding acquisition	AN OTHER 1, ANOTHER 2
Investigation	RESEARCHERS 2,3
Methodology	AN OTHER 2
Project administration	RESEARCHER 1
Resources	RESEARCHERS 1,3
Software	AN OTHER 2
Supervision	RESEARCHER 3
Validation	RESEARCHERS 1,2,3
Visualization	AN OTHER 3
Writing – original draft	RESEARCHER 1
Writing – review & editing	RESEARCHERS 1,2,3, AN OTHER 3, EDITOR

Writer/
editor
also as
author



No animals were harmed during this production.
CRediT items based on credit.niso.org



DISPUTE RESOLUTION

- **Journal action**
 - Refer to authors/institution (& **halt review / publication**)
 - If published:
 - **Expression of Concern while unresolved**
 - **Correction if content still reliable (after all parties agree & sign)**
 - Retraction if legal/ethical issue (& refer misconduct to institutions)
- **Group discussion / negotiation** → revised authorship list
- **(Multi)-Institutional** investigation
 - Mediation (group resolution), Arbitration (3rd party resolution, eg, Authorship dispute board)
 - Escalation if misconduct → disciplinary action
 - Inform journal of outcome → revised authorship list



DISPUTE PREVENTION

1. Research appraisal systems:

- quality > quantity, peer review
- limits on # publications & no JIF in CV
- 'narrative' CV
- evaluate contributions, 'stewardship'

2. Institutions (eg, central & faculty/discipline):

- policies/agreements/forms on authorship / contributorship roles, IP (copyright, patents) & training to **predict & prevent problems**
- record all roles (eg, CRediT system); try scoring charts
- keep Tracked copies, notebooks
- dispute resolution procedures, RIO / advisor

3. Journals:

- clear authorship & contributorship (acknowledgement) guidelines & criteria
- record & publish author contributions; explain order; equal authors allowed?
- author transparency, Col, © transfer forms
- correspond with all authors
- management guidelines on allegations & authorship dispute, including publication/process management
- open peer review vs anonymised review
- post-publication review/discussion & amendments



INTERNATIONAL GUIDELINES & INITIATIVES

[RePAIR Guidelines](#) (Responsibilities of Publishers, Agencies, Institutions, and Researchers in Protecting the Integrity of the Research Record)

[CLUE Guidelines](#) (Cooperation & Liaison between Universities & Editors)

[COPE Guidelines](#): Cooperation between research institutions and journals on research integrity cases



**San Francisco
Declaration on Research Assessment**
<https://sfdora.org/>

- recognizes the need to improve the ways in which researchers and the outputs of scholarly research are evaluated.



INTERNATIONAL GUIDELINES & INITIATIVES



Hong Kong Principles for Assessing Researchers

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

<https://wcrif.org/guidance/hong-kong-principles>

Leiden Manifesto for Research Metrics

<http://www.leidenmanifesto.org/>

Singapore Statement on Research Integrity

<https://wcrif.org/statement>

Montreal Statement on Research Integrity in Cross-Boundary Research Collaborations

<https://wcrif.org/montreal-statement/file>

C O P E

<https://ori.hhs.gov/infographics>

- Discuss, agree, record before each project/paper
- Document contributions
- Follow publication authorship criteria
- Discuss throughout project/paper
- Review & approve final paper

AUTHORSHIP PRACTICES TO AVOID CONFLICTS

Every field of study experiences conflicts with determining authorship on published papers

Implementing the following suggestions may help avoid potential authorship disputes:

ACKNOWLEDGEMENTS
Those who assisted¹ with a manuscript but did not provide substantial contributions can be given acknowledgement.

BE PREPARED
Establish written authorship agreements with all members of the lab and other collaborators before preparing a manuscript or before starting a project.


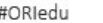




DOCUMENT CONTRIBUTIONS
Authors should list their substantial contributions to the design of the study; the acquisition, analysis, or interpretation of data; and the contribution to the writing of the final paper.

BE CONSISTENT
Have clearly written expectations for authorship on publications and follow them.

COMMUNICATE OFTEN
As the project progresses, the authorship agreement may need to be revisited.

APPROVE THE MANUSCRIPT
All authors should review manuscripts and approve the final version.

¹This may include people who provide support such as: editorial assistance (e.g., proofreading), limited data collection, supervision of research tasks without contribution to the collection, analysis, or interpretation of data, or the writing of the publication, and technical support.



WRITE ETHICALLY

FROM START TO FINISH

PREPARE

USE PRIMARY LITERATURE
Secondary sources might have misinterpreted the work.

HAVE A THOROUGH UNDERSTANDING OF YOUR SOURCES
Accurately communicate their ideas and terminology.

WRITE

AVOID SELECTIVE REPORTING
Present unbiased information by acknowledging conflicting evidence and alternative interpretations.

CITE YOUR SOURCES

DO NOT PLAGIARIZE

USE YOUR OWN WORDS AND SENTENCE STRUCTURE

MAINTAIN THE INTENDED MEANING OF THE SOURCE

QUOTE VERBATIM TEXT

PUBLISH

GIFT AUTHORSHIP IS UNETHICAL
Only include those who have made substantial contributions to a project.

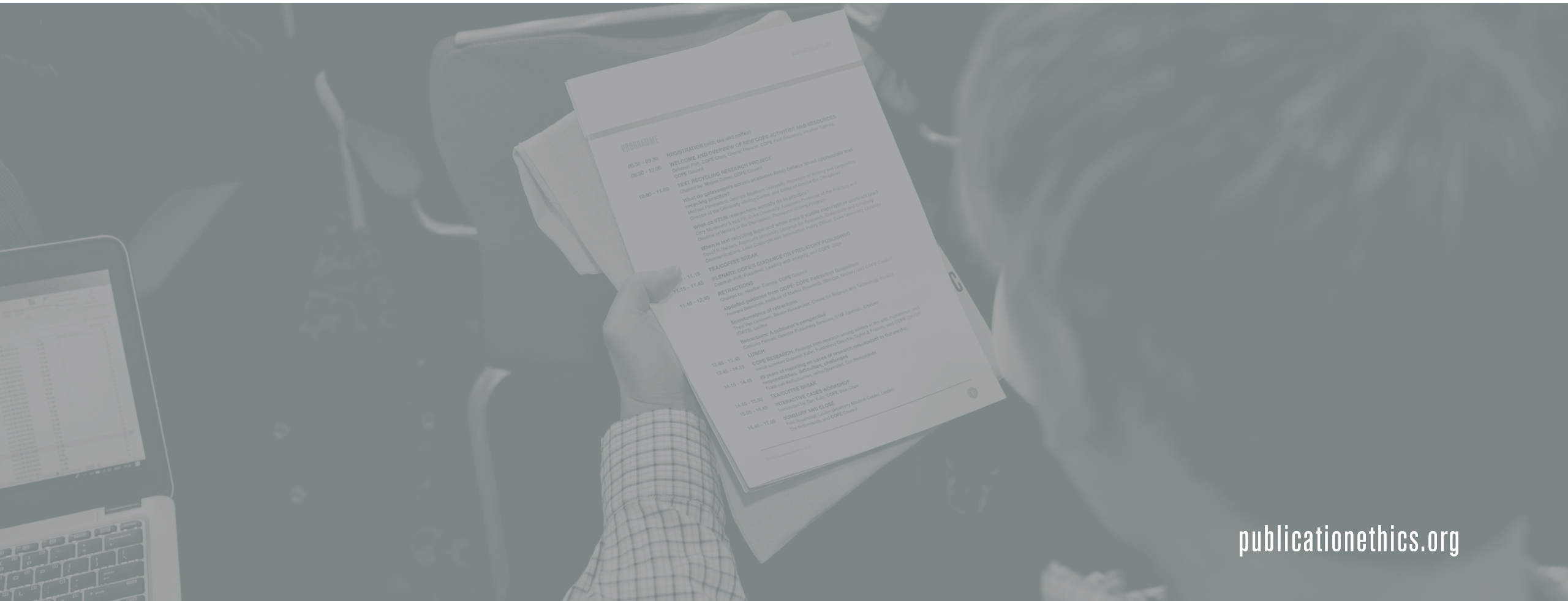
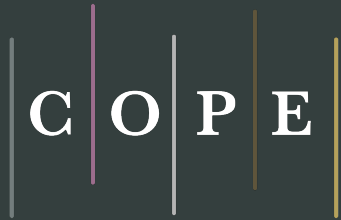
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Give proper authorship or acknowledgment to those who have contributed to a paper.

Learn more about ethical writing: ori.hhs.gov/ethical_writing

Raig, M. (n.d.). Avoiding plagiarism, self-plagiarism, and other questionable writing practices: A guide to ethical writing. Retrieved September 01, 2016, from https://ori.hhs.gov/ethical_writing



Any questions?



THANK YOU

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