

# 2018 Annual Ethics Report

## OVERVIEW OF ACCOMPLISHMENTS AND DEVELOPMENTS

The year 2018 saw major advancements for AGU Ethics-related work. These advancements built upon the September 2017 adoption of a [revised AGU Ethics policy](#) that took the step of including harassment, bullying, and discrimination in the definition of scientific misconduct. The 2017 policy revision was made based on the work and recommendations of a specially appointed Ethics Task Force, with significant input from AGU Council, Board and members. AGU's adoption of the revised policy represented a significant milestone for AGU and our entire scientific community and was foundational for many of the 2018 programs to follow.

To help support and reinforce the new ethics policy, in January 2018 AGU adopted new policy and practices requiring [professional conduct self-disclosure](#) as part of AGU's standard Honors and Recognition and Governance election processes. Each candidate or nominee for an AGU Honor and other type of AGU recognition or a governance position is now required to disclose any past allegations or institutional proceedings resulting in a finding of professional misconduct or any current formal complaints related to the candidate's professional conduct even if the matter is still pending. This process has now been used as part of the selection process more than 200 AGU candidates for awards or elected office and helps signal the importance of these issues to the entire organization.

Based on these new practices, throughout the year, AGU leaders presented invited talks and served as panelists on ethics-related topics at various scientific meetings and events. In February 2018, AGU Executive Director Chris McEntee delivered testimony before the U.S. Congress' House Subcommittee on Research and Technology during a hearing entitled "[A review of Sexual Harassment and Misconduct in Science](#)." In her testimony, McEntee discussed AGU's recently [revised ethics policy](#) that defines harassment, discrimination, and bullying as scientific misconduct. AGU also provided input to the National Academies of Sciences, Engineering, and Medicine's (NAEM) June 2018 landmark report on impact of harassment in academic STEM; the Meeting of the Council of Scientific Society Presidents; the American Chemical Society; national meetings of the American Association for the

Advancement of Science, and several others leadership venues. AGU continues to build stronger and more robust partnerships on ethics related topics with a number of scientific institutions and societies, both in the U.S. and internationally.

Also in 2018, AGU served as one of the four sponsoring organizations to help form the [Societies Consortium for addressing Harassment in STEMM](#). Launched in December 2018, this new effort now has more than 100 professional society member organizations, to help share and promote leading practices for addressing harassment and related-issues.

Another significant milestone for AGU was the September 2018 soft-launch of the new [AGU Ethics and Equity Center](#). The Center is based on a partnership with the University of Illinois' [National Center for Professional and Research Ethics](#). It provides resources to educate, promote, and ensure responsible scientific conduct, as well as serving as a clearing house for leading practices to address harassment, diversity, equity and inclusion, and fostering a positive work climate in science. The Center benefits greatly from partnerships and leveraged resources from multiple organizations and will serve as an AGU Centennial legacy program. (The Center formally launched in February 2019, and now provides unique resources not found elsewhere for supporting student or early-career member who are targets of harassment.)

In closely related diversity, equity and inclusion (DE&I) efforts, an AGU Diversity and Inclusion Task Force, appointed by AGU President in October 2017, proposed a new [AGU Diversity and Inclusion Strategic Plan](#) that was adopted by AGU Council and Board in December 2018. This updated D&I strategic plan charts a vision that "Diversity and Inclusion are recognized and celebrated as being essential for the success of AGU, its members, and the global Earth and Space Science enterprise." The Task Force, after receiving feedback from Council, Board and AGU members, identified five priority goals that address the key aspects of diversity and inclusion: the culture of the Earth and space sciences; the climate of AGU operations for its members; AGU members as agents of change; AGU's leadership role within the larger Earth and space science community; and AGU as a model organization for promoting diversity in science. Implementation of the new D&I Strategic Plan will be guided in 2019, by a newly appointed

[AGU Diversity and Inclusion Advisory Committee](#). The work of this committee is now underway and is closely coordinated with the 2018 updated AGU Talent Pool Strategy.

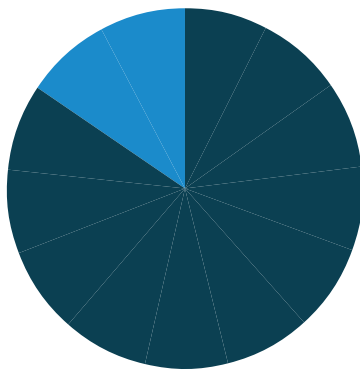
Finally, at the 2018 Fall Meeting in Washington D.C., AGU ethics programming hosted workshops and trainings on bystander intervention, unconscious bias and building inclusive environments, hosted an Ethics Town Hall meeting, and included a plenary session highlighting the work of the June 2018 NASEM report. Also, the SafeAGU campaign, a program now in its third year designed to promote and help insure a culture of safety at the meeting, saw expanded participation with more than 80

trained volunteer leaders, including many AGU Council and Board members.

### ETHICS COMPLAINTS

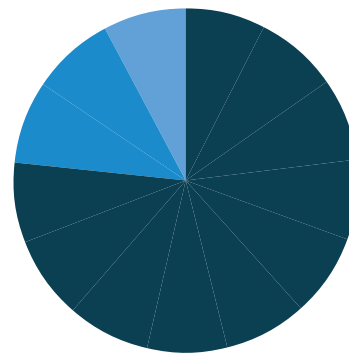
During 2018, 13 total complaints were made to AGU's Ethics Committee. Ten complaints were resolved, two were close due to insufficient information, and one remains active. Eleven of the complaints were research related, which includes issues such as plagiarism and falsification or unauthorized use of data; two complaints were conduct related, which includes issues of harassment, bullying, and discrimination.

**Nature of the Complaint**



- Research-related (11)
- Conduct-Related (2)

**Status**



- Resolved (10)
- Closed (2)
- Active (1)

**Our 2018 ethics program work continues to help educate members on steps and resources for promoting a safe and inclusive environment for all.**