



Annex B to QC Manual - Word document template

**Erasmus + Project No 561586-EPP-1-2015-1-RS-EPPKA2-CBHE-JP
Enhancement of HE Research Potential Contributing to Further Growth of the WB Region
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Ref. No and Title of Workpackage	Activity no. 2.8. Ethical committee procedures improved
Title of Deliverable:	Report
Institution:	University of Vlora "Ismail Qemali"
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Status of the document:	draft
Document Version no and date:	v.02, 12.01. 2017
Number of Pages	16
Dissemination Level	Internal

Abstract	The following document is a report on the current situation of the ethics committee in the partner countries with some suggestions for improvement.
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Ethics Committees at HEIs

1. Introduction

Below is a presentation of the findings from the reports sent by all the WB partner institutions: UNI, UoM, UT, UV, UNSA, UNINS, UNES, UNIKG, UB. The findings outline the legal framework, national and institutional, that regulates ethics in the partner institutions, the bodies responsible for ethics, their composition, duties and responsibilities. Some remarks wrap up the overall situation of ethics in research in the WB partner institutions followed by some suggestions for improvement.

No.	HEIs	National legal framework in the partner country	Structures responsible for ethics	Institution's own legal framework
1	UNI	The Law on Higher Education, 68/2015	<ul style="list-style-type: none"> The Court of Honour The Professional Ethics Committee 	Code of Professional Ethics of the University of Niš the Rulebook on the work of the Court of Honour (repealed)

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2	UoM	-	Ethical Committee	The Code of Codex
3	UT	The Law on Higher Education and Research, No. 80/2015; Regulation on Ethics in Research and Publication, No. 105, date 23.3.2012	Ethical Committee	The Code of Ethics The Statutes The Regulation
4	UV	The Law on Higher Education and Research, No. 80/2015; Regulation on Ethics in Research and Publication, No. 105, date 23.3.2012	Ethics committee	The Code of Ethics The Statutes The Regulation
5	UNSA	Framework Law on Higher Education in Bosnia and Herzegovina, B&H Official Gazette, No.: 59/07) Law on Higher Education in Sarajevo Canton, consolidated text, (Sarajevo Canton Official Gazette, No.: 42/13)	The University Ethical Council The University member institution Ethics Committees	The University of Sarajevo Statute of 26 June 2013 The University of Sarajevo Code of Ethics No.: 01-38-1696-1/12 adopted at the 42nd Senate Session of 27 June 2012
6	UNiNS	-Law on scientific and research activities (LSRA) -Law on higher education (LHE) -Labor relations act (LRA) -The basis for the Code of academic integrity at higher education institutions in the Republic of Serbia (National Council for Higher Education at its meeting held on 24 th October 2016)	- Faculty Ethical Commission - Professional body (Scientific council) - An expert commission - The executive body of the HEI - Ethics commission of the University The authorities of the appeal are: - Ethical Commission of the University; - Appeal expert commission; - Professional body of the University- the Senate.	Statute of the University of Novi Sad, 28.09.20215 Code of the academic integrity at the University of Novi Sad, 13.01.2017 -Statutes and rules and regulations of faculties - Rules of Procedure to determine violation of the Code of Professional Ethics of Science – Faculty of sciences - Rules of Procedure of the Committee of Ethics of the Medical Faculty in Novi Sad (12.2001) - Rules on working with experimental animals (07.2011)
7	UNIKG	-Zakon o naučnoistraživačkoj	Court of Honor of	Code of Ethics of

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		<p>delatnosti ("Sl. glasnik RS", br. 110/2005, 50/2006 - ispr., 18/2010 i 112/2015) - Law on Scientific Research Activity -Zakon o visokom obrazovanju ("Sl. glasnik RS", br. 76/2005, 100/2007 - autentično tumačenje, 97/2008, 44/2010, 93/2012, 89/2013, 99/2014, 45/2015 - autentično tumačenje, 68/2015 i 87/2016) - Law on Higher Education -Zakon o inovacionoj delatnosti ("Sl. glasnik RS", br. 110/2005, 18/2010 i 55/2013) - Law on Innovation Activity -Zakon o pravima pacijenata ("Sl. glasnik RS", br. 45/2013) - Law on patients rights -Zakon o dobrobiti životinja, („Službeni glasnik RS“, br. 41/2009) - Law on animal rights -Zakon o autorskim i srodnim pravima ("Sl. glasnik RS", br. 104/2009, 99/2011, 119/2012 i 29/2016 - odluka US) - Law on Copyright and Related Rights -Kodeks medicinske etike lekarske komore Srbije ("Sl. glasnik RS", br. 104/2016) - Medical Chamber of Serbia - Code of Ethics</p>	the University of Kragujevac	Teachers of UNIKG
8	UB	The Law on Higher Education of Republic of Serbia	The Board for Professional Ethics	<p>-The Statute of the University of Belgrade -Regulations of Ethical Committee -The Code of Professional Ethics - The Regulations for determining the nonacademic behavior in preparation of written works</p>
9	UNES	Law on Higher Education	Committee for Ethical Issues	<p>-the Statute of the University - Code of Professional Ethics</p>

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The present structure of ethics committees

No.	HEIs	Composition of Ethics Committee	Roles and responsibilities
1	UNI	15 members: one for each faculty, two students elected by the Students' parliament; professors or associates of the Faculty who represent the academic community in accordance with the highest ethical and professional principles; term of office - three years, one year for students	follows the development and application of ethical standards; proposes changes to the Code of Professional Ethics to the Senate; gives its opinion about issues referring to ethical behaviour in the academic community; has an advisory role cooperates with other similar bodies in other universities in the country and wider; organises meetings, seminars, discussions and gatherings for the interpretation, implementation and improvement of ethical standards at the University; conducts accountability procedures for violation of the Code of Professional Ethics of the University of Niš; sessions are public.
2	UoM	Nine members elected by the Senate, except for the student representative who is elected by the Student Parliament; has a president and a vice president, elected by the EC members, and a secretary in charge of administrative duties.	makes sure that the conduct of every member of the University is in accordance with the highest professional and community ethical standards; respects and complies with the law and contractual terms and conditions; supports the university's goals and works towards avoiding conflicts of interest; promotes respect for the rights and dignity of others and maintenance of the highest standards of academic integrity; in charge of pursuing disciplinary action against any member who is shown to have knowingly worked against the above and against established Code of Codex; announces public warning or public sentence for



			misconduct either at the meeting of the University's Senate or in the University's bulletins; its work is public.
3	UT	7 members elected by the Academic Senate from the academic staff, based on the Rector's proposal; each gender (male and female) should have at least 2 representatives in the Ethical Committee; 6 members from the academic staff, 1 from the Rector's Office; a chairman is elected.	Entitled to ask for and obtain information from the academic and administrative staff, the member units of UT, apart from the Academic Senate, the Rector, the Council of Administration and other parallel structures and student councils, to make sure that ethical principles and values are followed. Verification of ethical issues: in the university's governing bodies and their respective procedures; when required from the cooperation with individuals, agencies and institutions outside UT upon prior consent from the AC or the rector alternatively; conclusions submitted to the Rector, followed by recommendations; meetings open to the public.
4	UV	Five members from the university's academic community elected by the Academic Senate upon prior proposals from the faculties; elect their chair by secret ballot; 2/3 of the membership can ask for vote of confidence for any member of the ethics committee.	discuss ethical issues of academic life and present proposals about these issues to the rector; propose the Code of Ethics to the university's Academic Senate; review complaints, decisions, sanctions; entitled to propose measures against employees who breach any of the ethical norms defined in the Code of Ethics.
5	UNSA	Nine members appointed by the Senate for a period of four years upon the Rector's proposal. Six represent University scientific groups, one University Administrative Office, one Students' Parliament and one the University Center for Human Rights. In addition, an equal number of deputies are appointed. The University member institution Ethics	advises the Rector on general issues about the ethics of conduct and practice at the University; maintains contacts with comparable bodies at other Universities and institutions in the country and abroad; proposes to the Rector and the Senate amendments to the Code of Ethics; organizes round table



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		<p>Committees are appointed by the dean with the consent from the Teaching and Scientific/Educational and Artistic Council for a term of four years; five members, although more members can be appointed but not more than seven; each appointed member must have its deputy</p>	<p>discussions, discussions, scientific meetings on topics related to the implementation and improvement of the ethical standards at the University; prepare and submit an annual report to the University Senate; holds regular sessions, at least four times per year; the chairman may convene an extraordinary session of Council; valid decisions if the meeting is attended by at least seven of its members.</p> <p>Proceedings initiated by requests from interested party to have an opinion on the compliance of a particular action or behavior with the principles and rules of the Code of Ethics; submitted by the member institution's Dean, upon his own initiative or on the motion of other bodies or university community members; submitted to the President of the member institution's Ethics Committee; should precisely describe:</p> <ul style="list-style-type: none"> - The principle issue within question; - The particular circumstances of the case and the action or behavior that needs opinion; - The request must be accompanied by relevant evidence, as well as the statements from the Code of Ethics. <p>Opinion of the Committee shall contain:</p> <ul style="list-style-type: none"> - Description of the requirements and issues that the Committee discussed; - Statement of the principles and rules of the Code of Ethics which the Committee took into consideration;
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			<ul style="list-style-type: none"> - The view of the Committee on whether the behavior described in the request is or is not in accordance with the Code of Ethics; - The reasons behind the opinion of the Committee; - Information on whether the opinion was adopted unanimously or by a majority vote. <p>Opinions of Ethics Committees are public.</p>
6	UNINS	<ul style="list-style-type: none"> - Faculty Ethical Commission, a first instance body to be elected for a term of three years; - Professional body (Scientific council) of a higher education institution; - Expert commission created on the proposal of the ethical committee of the higher education institutions for the establishment of facts and making proposals for the treatment of other organs in the process, for the period up to completion of the procedure for which it was formed; - The executive body of the higher education institution, obliged to ensure the implementation of the procedure for determining violations of academic conduct within the deadlines stipulated by the Code and other general acts; - Ethics commission of the University, a second degree body, elected for a term of three years. <p>The authorities of the appeal are:</p> <ul style="list-style-type: none"> - Ethical Commission of the University; - Appeal expert commission; - Professional body of the University- the Senate. 	<ul style="list-style-type: none"> -breach of academic conduct subject to the measures laid down in the Code. -A request to establish the violation of academic conduct may be submitted by: Employees in the higher education institution; Students; Other persons; Organs and the bodies of higher education institutions and research organizations. -If justified, the ethical commission shall within eight days of its reception, submit a request to the person against whom the proceedings are initiated, who may eventually submit a written plea to the request within 15 days may. -if found that the person is trying to avoid to receive the request, or does not declare so in written form in the prescribed period, reasonable suspicion of the existence of non-academic conduct arises. - First instance ethics committee notifies in written form without delay the competent body of the University, who may at any time request a report on the progress of the proceedings conducted in the home institution.



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			<p>-The expert authority (scientific council) forms the expert commission and appoints two members; indicates a written request to the competent authority of the University and the National Council for Higher Education to appoint one member of the expert commission; works in full force and decides by the majority vote of all members; a decision within 60 days of its formation by the majority of votes and submit it to the first instance ethical committee, who within 15 days of the reception of the opinion of the expert commission, prepare a report with an opinion and submit it to the managing authority of the institution.</p> <p>-Professional authority (Scientific council) brings a decision by a majority vote upon which the professional body of the home institution shall impose the measure for the violation of the Code within 15 days.</p> <p>-The person against whom the measure has been ordered, and the person who started proceedings may, within 15 days of the decision, address an appeal to the second instance authority on professional ethics, who when examining allegations of appeal, may ask for additional explanations of all the participants in the proceedings before reaching a decision, which is final, within 60 days.</p>
7	UNIKG	<p>The Court of Honor of the University of Kragujevac has 7 members elected by the Senate, according to the following criteria:</p> <p>1) There has to be at least one teacher from each of educational-scientific, or educational-artistic fields;</p>	<p>Court of Honor has continuous access to information regarding the appointment of teachers and doctoral dissertations; in accordance with the Decree on joining the Berlin Declaration,</p>

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		<p>2) At least 2 teachers must be from the less represented gender on the candidate list;</p> <p>3) Two or more members cannot be from the same faculty of the University of Kragujevac.</p> <p>The work of the Court of Honor of the University of Kragujevac is public. Meetings of the Court of Honour, as well as all documentation are available on the internet address of the University of Kragujevac: http://www.kg.ac.rs/sednice_suda_casti.php.</p>	<p>University of Kragujevac now has a repository of doctoral thesis defended at University of Kragujevac's faculties; no plagiarism detection tools are implemented, so far.</p>
8	UB	<p>The Board for Professional Ethics, established and operating based on the article 57, Statute of UB; members are elected by the Senate, based on the Rector's proposal; has nine members: each Faculty Group, as well as student representatives and founders, are represented in the Committee; term of office is three years, except for the student representatives, whose term of office is one year.</p>	<ul style="list-style-type: none"> - Implementation of the procedure for identifying violations of the Professional Ethics Code. - Makes sure that the Code of Ethics is being honored by teachers, associates and students of the University. -The Code of Ethics is passed by the University Council at the proposal of the Professional Ethics Committee. -The Council also adopts the Professional Ethics Committee Book of Rules, which closely defines the composition and the function of the Committee.
9	UNES	<p>Committee for Ethical Issues consists of seven members, five teachers and two representatives of the student representative body, elected by the Senate; elected for a term of two years; responsible for submitting reports on its work to the Senate; chaired by one of the Vice-Rectors, who organizes meetings and represents the link of the Committee with the Senate.</p>	<ul style="list-style-type: none"> - Committed to the rules of procedure as required under the Code. -Conducts evidentiary procedure, realizes insight into documents and interrogates the person against whom proceedings have been initiated as well as other witnesses. -Conducts a procedure for determining violations of principles of professional ethics occurred and proposes measures to the University Senate, who eventually take the final decision. -Problems faced by the Committee: excessive number of

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			<p>notifications sent to the Committee due to insufficient knowledge of the nature of the proceedings and also, in some cases, and the biased behavior of those who run the procedure; even among members of the academic community, many of them do not have enough knowledge and awareness of the differences between the cases related to the violation of professional ethics and in cases involving disciplinary responsibility of employees, which is governed by other laws; understanding the appropriate measures that can be prescribed and imposed in cases of violation of the principles of professional ethics.</p>
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Legal framework in the partner country

No.	HEIs	National legal framework in the partner country	Institution's own legal framework
1	UNI	<p>The Law on Higher Education, 68/2015:</p> <p>Article 55 proposes that the professional body of a higher education institution issues a Code of professional ethics, which determines the ethical principles in higher education, publishing of scientific results, the attitude towards intellectual property, relations between professors, associates and students, actions during the participation of higher education institution and professors, associates and</p>	<p>The Code of professional ethics: preservation of the dignity of the profession, preservation and promotion of moral values of the academic community, the appreciation of the value of knowledge, raising the awareness about the responsibility of university professors, associates and all members of the academic community.</p> <p>The basic principles are:</p> <ul style="list-style-type: none"> - the autonomy of the University and institutions of higher education which it is composed of, - the principle of equality and the respect of the Law, - Prohibition of discrimination on any grounds, - Prohibition of activities which can lead to the conflict of interests, - freedom of scientific and artistic behavior, - Respect and protection of personal integrity and the dignity of the personalities of all

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		students in the legal transactions, and in the attitude towards the public and the public media.	members of the academic community, - Acting according to the principles of academic freedoms, - Nurturing of professionalism and development of personal responsibility, - Developing the spirit of tolerance.
2	UoM	-	The Code of Codex, available at http://www.ucg.ac.me/fajlovi/Eticki%20kodeks.pdf , regulates the behavior and the procedures of the members of the Ethical Committee.
3	UT	<p>The Law on Higher Education and Research, No. 80/2015: Article 44 The institution's ethics committee</p> <p>1. An ethics committee is set up in the Higher Education Institutions. It promotes and investigates issues related to ethics in teaching and research and other institutional activities.</p> <p>2. The committee's organizational and operational rules are laid down in the HEI's Statutes as well as in their internal Regulations. Regulation approved by the Ministry of Education and Science, No. 105, date 23.3.2012.</p> <p>Regulation on Ethics in Research and Publication, No. 105, date 23.3.2012:</p> <p>The Regulation outlines the principles of ethics in research, defines unethical behavior and the like.</p>	The Code of Ethics defines the decision-making processes, handling and analysis of complaints and enforcement of respective decisions and sanctions. It is a written set of guidelines issued by the Ethical Committee to its workers and students, to help them act in accordance with the University's primary values and ethical standards.
4	UV	The Law on Higher Education and Research, No. 80/2015:	The university's Statutes: Article 13



		<p>Article 44 The institution's ethics committee</p> <p>1. An ethics committee is set up in the Higher Education Institutions. It promotes and investigates issues related to ethics in teaching and research and other institutional activities.</p> <p>2. The committee's organizational and operational rules are laid down in the HEI's Statutes as well as in their internal Regulations. Regulation approved by the Ministry of Education and Science, No. 105, date 23.3.2012.</p> <p>Regulation on Ethics in Research and Publication, No. 105, date 23.3.2012:</p> <p>The Regulation outlines the principles of ethics in research, defines unethical behavior and the like.</p>	<ol style="list-style-type: none"> 1. The ethics committee is a collegial body that discusses ethical issues of academic life and presents proposals about these issues to the rector. 2. The members of the ethics committee are selected by the Academic Senate after having been proposed by the rector upon the faculties' proposals. The ethics committee is composed of five members who eventually elect their chair by secret ballot. In any circumstance, 2/3 of the membership can ask for vote of confidence for any member of the ethics committee. 3. The ethics committee proposes the Code of Ethics to the university's Academic Senate. 4. The revision of complaints, decisions, sanctions and their execution are laid down in the university's regulation. 5. The ethics committee are entitled to propose measures against employees who breach any of the ethical norms defined in the Code of Ethics. <p>The Code of Ethics is far too general and consists of articles that attempt to regulate ethics in several directions: teaching, conduct and research. The code regulates ethics in research only in two of its articles, article 13, which is about intellectual property and article 14, which is about academic cheating or plagiarism.</p>
5	UNSA	<p>-The University of Sarajevo Statute of 26 June 2013.</p> <p>-The University of Sarajevo Code of Ethics No.: 01-38-1696-1/12 adopted at the 42nd Senate Session of 27 June 2012.</p>	<p>The University of Sarajevo Ethics Code includes moral and professional ethics principles that should be followed and adhered by teachers, scientists, artists and all employees of the University of Sarajevo and its organizational units – faculties, institutes, centers in their public and professional activities.</p>
6	UNINS	<p>-Law on scientific and research activities (LSRA)</p> <p>-Law on higher education (LHE)</p> <p>-Labor relations act (LRA)</p> <p>-The basis for the Code of academic integrity at higher education institutions in the Republic</p>	<p>Statute of the UNINS Code of Academic integrity (December 2016) defines</p> <ul style="list-style-type: none"> -ethical principles in higher education and scientific research at the University, -the publication of scientific results, -relation to the intellectual property, -relations between teachers and associates, other employees and students,



		<p>of Serbia (National Council for Higher Education at its meeting held on 24th October 2016)</p> <ul style="list-style-type: none"> -Statute of the University of Novi Sad 28-09-2015 -Code of the academic integrity at the University of Novi Sad 13-01-2017 -Statutes and rules and regulations of faculties - Rules of Procedure to determine violation of the Code of Professional Ethics of Science – Faculty of sciences - Rules of Procedure of the Committee of Ethics of the Medical Faculty in Novi Sad (12.2001) - Rules on working with experimental animals (07.2011) 	<ul style="list-style-type: none"> -procedures for the University and its units, teaching staff and students in legal actions, as well as in relation to the public and the media. - determines the form of education and the work of ethics committee, disciplinary actions, the responsibility of teachers for the violation of the Code of Professional Ethics and serious (disciplinary offenses) and lighter (disciplinary irregularities) breaches of duty.
7	UNIKG	Code of Ethics of Teachers	<ul style="list-style-type: none"> -A procedure can be initiated from a proposal submitted to the Court by every professor, associate, researcher and student of the University (hereinafter referred to as the proposer). -The proposal may be filed against the teaching staff, researchers and students of the University of Kragujevac in cases of non-compliance with the basic postulates of the Code, or in cases of violation of professional freedom, freedom of speech and research; truthfulness, regarding the detection and defence of truth, dialogue and tolerance in relation to someone else’s attitude and opinion; objectivity and impartiality in the assessment of another’s work and results; respect for human rights and freedoms, the dignity of a human being, especially in medical and biomedical research; respect for other people’s scientific and research results, the obligation not to arrogate unearned results and recognitions; obligation to continually work on their professional and scientific training; obligations to promote and accept mentoring, etc. - if the Court determines during the proceedings



			<p>that there are elements of other responsibilities, the Court will direct an initiative to the competent authority to initiate proceedings.</p> <p>-For violation of the Code of Ethics the Court may impose: a public warning; a public condemnation, which is proclaimed in the session of the Council of the University of Kragujevac; a public condemnation, published on the University website; and/or a public condemnation published on the University website and in a daily newspaper.</p> <p>-The Court of Honor deals with three processes annually on average; so far the court has determined the responsibility of teachers in only one case.</p>
8	UB	<p>-The Law on Higher Education of Republic of Serbia</p> <p>-The Code of Professional Ethics (The Law on Higher Education of Republic of Serbia, Article 55)</p> <p>-The Statute of the University of Belgrade.</p> <p>-Bylaws to improve the ethics implementation: Regulations of Ethical Committee, The Code of Professional Ethics, and The Regulations for determining the nonacademic behavior in preparation of written works</p>	<p>- The professional body of each independent higher education institution has to adopt a Code of Professional Ethics, which defines ethical principles governing higher education; publication of scientific results; attitude towards intellectual property; relations between teachers and associates, other employees and students; acts of a higher education institution and teachers, associates and students in legal transactions, and in the attitude towards the public and the media.</p> <p>- The Statute defines the following: the structural organization, activities and operation of Belgrade University (hereinafter referred to as: the University), the status of higher education institutions operating within it, the structure, authorities and method of decision-making in the university bodies and entities, establishment and undertaking of university studies, the status of teaching staff, associates and other university employees, the status of students, scientific and development research, as well as other issues relevant for the University (The Statute of the University of Belgrade, Article1)</p>
9	UNES	<p>-The Statute of the University</p> <p>-Code of Professional Ethics at the University of East Sarajevo</p>	<p>-Regulates the principles of professional ethics, established unacceptable behavior and prescribed process of protection of professional ethics.</p> <p>-The specific articles of the Code (total of ten) are dedicated to certain ethical principles: define these principles and cases in which there may be violated.</p> <p>-Seven items determine unacceptable behavior. These are violations that can be made by teachers and other staff members of the academic</p>



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2. Remarks

- All universities have ethics committees established. In some cases their role is far too formal with no tangible outcomes.
- Their work is not paid.
- The composition varies from one university to another but it follows more or less the same logic, representatives from each faculty sit on the committee, representatives from Student Parliament (Montenegro, Serbia, Bosnia Herzegovina).
- A Code of Ethics (named differently in the partner countries) outlines the scope, role, tasks and responsibilities of the committees.
- The committees deal primarily with issues of academic behavior.
- As regards research, these committees focus more or exclusively in some cases on issues of scientific/academic integrity (e.g. academic cheating, plagiarism, self-plagiarism, breach of intellectual property), which are brought to the focus during promotion procedures or thesis defence.
- Proper tools/software are needed to aid the committees in their work.
- Issues of ethics in research are poorly addressed.
- EC are centralized, most often they report to the rector (Albania), the Senate .
- Pressure of the members (internal and external).
- Necessary to define clear goals for improving ethics through specific tasks assigned to the Ethics Council
- Necessary to recognize the responsibility of Ethics Council and the Ethics Committee members in the event of failing to implement these goals.

3. Recommendations for improvement

- Despite the fact that exist several laws, bylaws, regulations regarding ethics and ethical behavior, there is still a need for a more detailed legal framework that addresses all aspects of ethics in research and of scientific integrity and that is handy to use by the institutions and researchers.
- Need for a common framework of ethics assessment.
- Less centralized ethics committee.
- Clearly defined ethical principles and issues applying to all types (and each type) of research. Drafting an exhaustive list.
- The composition of the ethics committees revisited: Who should sit on the committee? (expertise, background and characteristics of the members.)
- Clearly defined procedures for ethical assessment.
- Need to draw a clear-cut distinction between the role, scope, tasks and responsibilities of ethics committees and those of scientific integrity boards. Most partner universities do not seem to have one. Is it time to go separate?
- Facilitating the work of the ethics committees through proper legal, institutional and technical instruments.
- Improve and enhance the efficiency of the work of the Ethical committees. Consider the possible effects of the existing sanctions and their adaptation.



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- Periodic analysis of situation and control in respect to the principle of legal and ethical norms and standards of research. Defining the measures in case of determining discrepancies in respect of ethical principles and norms.
- Defining the model for the transformation of the Court of Honor of the University to the Ethics Committee. Analysis of viability and possibility for introducing the Ombudsman in order to protect rights of researchers at the University level.
- Adoption of the regulation at University level which would define the principles of determining disciplinary liability and enforcement proceedings in cases of violations of the Code of Ethics, plagiarism, infringement of intellectual property rights etc.
- Precise definition of actions that indicate a violation of professional ethics.
- Increasing the number of measures that can be imposed for violations of professional ethics,
- Refinement of procedures under which the Committee for ethical issues gives its recommendations.
- Clear delineation of the cases of disciplinary proceedings from the cases in which the procedure is conducted by the Committee.

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