FAIRNESS OF AUTHORSHIP CREDIT IN COLLABORATIVE FACULTY-STUDENT PUBLICATIONS FOR PHD, AM, AND MS STUDENTS

The Graduate Council of the Faculties has unanimously approved a policy on authorship credit in collaborative faculty-student publications. The intent of the policy is to avoid situations in which graduate students or faculty feel that their contribution to published work has not been fairly recognized. Our intent in the distribution of this policy statement to faculty and graduate students is to make authorship discussions a routine part of conversations about intellectual collaboration.

Why is a policy needed?

1. For students who intend to pursue academic and/or research careers, scholarly publications that reflect the product of their research work are essential to being considered for a job and establishing a career.
2. Faculty members are almost always directly involved in the student’s scholarly work as mentors, employers, collaborators, or consultants.
3. When publications emerge from collaborative faculty-student effort, it is not always clear who should be given authorship credit, and in what order the authors’ names should appear on the published work.
4. The Vice Provost, the Council of Graduate Deans and the Graduate Council of the Faculties have been made aware over the years that there is widespread uncertainty among graduate students about what constitutes fair practices for the determination of authorship. Practices vary widely between and within departments at Penn.
5. Graduate students are understandably reluctant to raise issues of authorship at the beginning of projects, and skeptical about the efficacy of raising issues once the work has been completed. Students feel that authorship credit is a difficult issue to raise, because their questioning of the arrangements can be interpreted as a challenge to the mentor on whom the student depends for intellectual and/or financial support as well as future letters of recommendation.
6. The lack of clarity concerning fairness in authorship is evident not only among graduate students. Faculty members, too, are often uncertain about fair practices. Some feel that their intellectual and written contribution to a student’s published work has not been sufficiently acknowledged.
7. As part of their appropriate professional education, young scholars need to learn about how questions of joint-authorship are decided. Guidelines can facilitate discussions between students and their faculty mentors which further such learning.

Diversity of Practices in Different Disciplines and Departments

In considering the task of formulating a university-wide policy on Fairness in Authorship Credit, the Graduate Council of the Faculties is aware that different traditions of joint authorship exist in different disciplines and departments.

A University-wide Process for Establishing Authorship Credit

In light of the variability, ambiguity, and uncertainty regarding faculty-student authorship of published work, there are no specific rules that can be enunciated by the Graduate Council of the Faculties that will address the situation in all departments and academic disciplines. Instead, the Graduate Council of the Faculties is mandating a set of processes within each graduate group that will clarify expectations concerning authorship for each student and faculty member.

A. Graduate Group, School, and University-wide Policies

Graduate groups must publish and publicize general guidelines concerning authorship and make them available to all graduate students. School-wide policies have been established for the programs in Biomedical Graduate Studies (https://webdev.med.upenn.edu/contribute/bgs/documents/BGSauthorshippolicy_May18_2012.pdf) and Wharton Doctoral Programs (https://provost.upenn.edu/uploads/media_items/2014-2015-final-wharton-doctoral-policies-procedures-original.original.pdf). For individual Graduate Group policies see the alphabetical listing. In the absence of School or individual policies, the University-wide policy applies:

University-wide Policy

Humanities

1. The graduate group expects students and faculty to produce individual scholarship and to cite all contributions to their work accordingly.
2. All student work for the fulfillment of degree requirements is student work and the property of the student, with due citation and acknowledgment of contributions from others.
3. Students have the right to publish their work.
4. Any joint project will be publicly presented as such from the beginning and the collaborators will agree from the beginning that their joint efforts will be presented publicly under both names.
5. If there is any dispute as to propriety in joint work, the matter should be brought to the attention of the graduate chair and then handled within the graduate group with appropriate consultation with other members of the graduate faculty.

Science

1. Qualifications for Authorship. Authorship should be based on any of the following:
Social Science

Significant contribution to the data taking.
Major contribution to the data analysis.
In general authorship implies that the person made a major substantive contribution to building the experimental apparatus.

The person making the greatest scientific contribution is the first author. Subsequent authors are listed in order of decreasing scientific contribution. If contributions are spread equally, the order of authors is usually alphabetical.

8. It is impossible to anticipate all potential problems. We believe that mutual respect, trust and clear communication will forestall difficulties. However, if disagreements about authorship do arise and cannot be resolved by the people involved, it is recommended that the matter be referred to the Chair of the Graduate Group for prompt consideration and suggested resolution.

B. Faculty-Student Level

Individual mentors should conform to the graduate group policy on authorship credit. Mentors are responsible for anticipating possible disagreements concerning authorship credit regarding specific collaborative projects and should initiate clarifying discussions before students have invested substantial time on such projects. These discussions should be reopened if relative contributions change.

C. Appeals Process

No policy can prevent the occurrence of all instances of actual or perceived unfair treatment. Although inequities can occur to either faculty or graduate students, we believe that graduate students are usually more vulnerable to faculty practices and less able to act when they feel that fairness has been violated.

In cases of disagreements about authorship, the following steps should be taken:

1. Students who feel that they have been mistreated should raise the issue with their mentor and their graduate chair.
2. If the disagreement is not resolved to all participants’ satisfaction, an appeal can be made to the Dean of the School, who should convene a committee of faculty and graduate students to hear the disagreement and attempt to resolve it. Cases will be decided in the context of the published norms and guidelines of the graduate group.