

UTS RESEARCH POLICY



UNIVERSITY OF TECHNOLOGY SARAWAK

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1.0 INTRODUCTION

The UTS Research Policy serves as the basic reference for Research and Development practices in University of Technology Sarawak (UTS). It is formulated for the academics, researchers, administrators, students of research programmes and research collaborators and partners.

2.0 ABBREVIATIONS

CRD	Centre for Research & Development
FRGS	Fundamental Research Grant Scheme
MoHE	Ministry of Higher Education
MOSTI	Ministry of Science, Technology and Innovation
MOA	Memorandum of Agreement
MOU	Memorandum of Understanding
MyGRANTS	Malaysia Greater Research Network System
MyRA	Malaysia Research Assessment
PRGS	Prototype Research Grant Scheme
SRDC	Sarawak Research and Development Council
UBG	UTS Book Grant
UFPRG	UTS Flagship Prototype Research Grant
UFRG	UTS Flagship Research Grant
UFSRRG	UTS Flagship Social Responsibility Research Grant
UPRG	UTS Prototype Research Grant
URC	University Research Committee
URG	UTS Research Grant
USRRG	UTS Social Responsibility Research Grant
UTS	University of Technology Sarawak / Universiti Teknologi Sarawak

3.0 VISION, MISSION & OBJECTIVES

3.1 Vision

UTS as an industry-preferred partner in research, development and commercialization of new industrial services, processes and products from 2030 onwards.

3.2 Mission

To focus on market-driven applied research and development of commercially viable new industrial services, processes and products in partnership with industry and to develop the entrepreneurs who will own the ventures.

To focus on research that will have positive socio-cultural, socio-economic and environmental impacts and benefits to the community and immediate environment

3.3 Objective

The objectives are to:

- Inculcate and nurture research culture among staff and students
- Successfully obtain external research funding
- Manage and facilitate quality research and development activities within University

- d. Build and promote strategic research partnerships with the industry and community for research
- e. Increase the quantity and quality of publication, innovation products and commercialization of products
- f. Improve MyRA points

3.4 Research and Development Strategy

- 3.4.1 To be visible in research, UTS strategies are to develop research niche area and improve the Research Centres' visibility, contribution and relevance.
- 3.4.2 In its efforts, Centre for Research and Development (CRD) recognizes five niche areas with proven merits and research outcomes. These groups are:
 - a. Sustainable Materials and Renewable Green Energy
 - b. Natural Food Resources
 - c. Sustainable Technology for Underserved Community Development
 - d. Healthcare Applications of Design
 - e. Borneo Regionalism and Heritage Conservation Development
- 3.4.3 In addition, CRD has also approved the formation of Research Centres which are accountable to the respective Deans where the Centres are affiliated. The Research Centres are as below:
 - a. Advanced Centre for Sustainable Socio-Economic and Technological Development (ASSET)
 - b. Centre for Borneo Regionalism and Conservation (BORC)
 - c. Centre of Excellence in Wood Engineered Products (CeWEP)
 - d. Centre for Research of Innovation and Sustainable Development (CRISD)
 - e. Centre on Technological Readiness and Innovation in Business Technopreneurship (CONTRIBUTE)
 - f. Design and Technology Centre (DeTeC)
- 3.4.4 Future niche areas that will be developed include:
 - a. Marine Technology
 - b. Education Technology
 - c. Creative Broadcast
 - d. Social Entrepreneurship
 - e. Green Accounting
 - f. Business Intelligence
 - g. Other areas

4.0 COMMITTEES, COUNCIL & GOVERNING BOARDS

The committee responsible for governing Research Policy are the Senate, University Research Committee (URC), with Centre for Research and Development as the secretariat.

4.1 Senate

The Senate is the body responsible for enacting legislation governing teaching, learning, research and innovation activities of the University in accordance with the Constitution of

Universiti Teknologi Sarawak (UTS) based on Institut Pengajian Tinggi Swasta (IPTS) Act 555, 1996.

4.2 Centre for Research and Development (CRD)

Centre for Research and Development (CRD) is principally responsible for overseeing the management of research, academic publications and intellectual property. The Centre is committed in managing the following activities:

- a. Promote research culture amongst the academics and students
- b. Assist researchers in securing research grants by following the specific procedural requirements
- c. Manage, coordinate and monitor internal and research grants, technical and financial progress reports
- d. Encourage exploitation, development and patenting of research and innovative products
- e. Initiate and maintain liaison with industry, government agencies and other stakeholders for external grant

4.3 University Research Committee (URC)

The University Research Committee comprises:

- a. Vice Chancellor - Chairman
- b. Deputy Vice Chancellor (Academic) / Deputy Vice Chancellor (Research) - Member
- c. Director of CRD – Member
- d. Deputy Director of CRD - Member
- e. All School Deans – Member
- f. Director of Centre of University Courses and Innovative Learning - Member
- g. All Heads of Research Centre - Member
- h. Bursar - Member
- i. Registrar – Member
- j. Director of UTS Publisher - Member
- k. CRD Administrator – Secretariat

4.3.1 Role of University Research Committee (URC)

The University Research Committee is established to:

- a. Provide strategic leadership in research in line with UTS's vision and mission.
- b. Promote interaction with industry and professional bodies
- c. Approve all research grants recommended by Research Working Committee
- d. Review progress and final reports for internal and external grants
- e. Approve products for exhibition, filing and application for patent
- f. Ensure ethical values are uphold by researchers

5.0 RESEARCH GRANTS

Funding for research activities at UTS are drawn from internal and external, local and international sources, from both the public and private sectors. As such, researchers are encouraged to apply for funding from these sources.

5.1 UTS Research Grant

A certain amount of funding (subject to availability) will be allocated for research and development activities. The application and award process is similar to the normal process of submitting a research proposal including notification and panel evaluation. The Internal research grants consist of Top Down, Applied, Fundamental, Prototype, Social Responsibility, Book and Flagship research grants. (Please refer to **URG Guideline, USRRG Guideline, UPRG Guideline, UBG Guideline, UFRG Guideline, UFSRRG Guideline and UFPRG Guideline**). The guidelines also promote and support effective research and innovation development through mentor mentee between senior and junior academic staff. Top Down Research is at the discretion of the Vice Chancellor.

5.2 Research Grant Awarded by the Ministry

This includes grants funded by the Federal and State government, such as Ministry of Higher Education (MoHE), Ministry of Science, Technology and Innovation (MOSTI) Environment and Sarawak Research and Development Council (SRDC).

- 5.2.1 Ministry of Higher Education (MoHE) has awarded various types of grant such as Fundamental Research Grant Scheme (FRGS), Prototype Research Grant Scheme (PRGS) and Long Research Grant Scheme. There are certain guidelines that need to be followed in applying for and in the utilization of the research grant, once awarded. The researchers are required to have MyGRANTS account in order to apply for these grants. MyGRANTS (*Malaysia Greater Research Network System*) become the tools to help researchers, nurture collegiality amongst researcher and to help develop a critical mass of researches by offering a conducive research ecosystem.
- 5.2.2 There are certain guidelines to follow in applying for and in the utilization of the research grant, once awarded.

5.3 Other External Grant

Other external grant are mainly from the industry, Government Linked Companies (GLCs), international agencies and etc.

5.4 Management of Research Grants

- 5.3.1 All research grant applications must go through or inform to Centre for Research and Development.
- 5.3.2 All research grants secured by the staff of UTS shall be registered with Centre for Research and Development and deposited at UTS Finance Department. An alternative arrangement can only be allowed if there is a prior agreement between the researchers, funding agency and University.
- 5.3.3 The procurement procedure for assets, supplies and services using University Research Grants shall follow the standard Rules and Regulations imposed by Finance Department and UTS financial procedures. Exceptions, wherever applicable, are allowed for other research grants if and when a different set of financial procedure has been officially endorsed by the University and the external funding agency.

- 5.3.4 All assets procured using research grants (of all types and sources) shall be the property of UTS, and as such these items must be inventoried by the Centre for Research and Development.
- 5.3.5 Appointment of Student Research Assistant, when budgeted for in the research grants, shall be formalised through Centre for Research and Development using appropriate application forms and based on a fixed remuneration scheme.
- 5.3.6 The researchers are fully responsible in terms of meeting the financial reporting requirements of the funding agency.

6.0 ACHIEVEMENT AND RECOGNITION

- 6.1 UTS recognises the tangible output below as indicator of research excellence output:
 - a. Secured research grants
 - b. Joint research collaborations via MOU and MOA
 - c. Refereed publications as articles or scientific papers in national and internationally journals of scholarly repute, or in refereed open-access web-based academic journals
 - d. Monograph, books, chapter in books and published conference proceedings by established publishers
 - e. Presentation of research work at external conferences, seminars and workshops (national and preferably international)
 - f. In-house research working papers, technical reports, professional society publications
 - g. Research-based creative works/exhibitions and artistic performances
 - h. Products awards in national and international competition
 - i. Accreditation and awards from research based activities
 - j. Successful registration of IP
 - k. Successful commercialisation of research products
 - l. Supervision of research students to completion of their degree
 - m. Success in attracting further substantial research funding
- 6.2 UTS also recognises the following as scholarly achievements:
 - a. Appointment as editor of Board of Journals, Books or Proceedings
 - b. Appointment as Committee Member of national or international professional institutions
 - c. Appointment as a Fellow, Visiting Researcher, Panel Committee member in academic or professional bodies at national and/or international level
 - d. Appointment as Keynote Speaker

7.0 RESEARCH OUTPUT POLICY

7.1 Patent Policy

- 7.1.1 All potentially patentable inventions conceived or first reduced to practice in whole or in part by the staff and students of UTS in the course of the University responsibilities or with more than incidental use of University resources, shall be disclosed on a timely basis to the University. Ownership and rights of such inventions shall be assigned to the University, regardless of the source of funding, if any.
 - a. UTS shall share royalties from inventions assigned to the University with the inventor (Please refer to **UTS Intellectual Property Policy** for details).

- b. The inventors, acting collectively where there is more than one, are free to place their inventions in the public domain if they believe that would be in the best interest of technology transfer and if doing so is not in violation of the terms of any agreements that supported or is related to the work.
- c. In the event UTS cannot, or decides not to, proceed in a timely manner to patent and/or license an invention, it may reassign ownership to the inventors upon request to the extent possible under the terms of any agreements that supported or is related to the work.
- d. Waivers of the provisions of this policy may be granted by the Vice Chancellor on a case-by-case basis, giving consideration among other things to UTS obligations to sponsor, whether the waiver would be in the best interest of technology transfer, whether the waiver would be in the best interest of UTS and whether the waiver would result in a conflict of interest. In addition, the Vice Chancellor may expand upon these provisions and shall adopt rules, based on the same factors as well as appropriateness to UTS's relationship with inventors, for the ownership of potentially patentable inventions created or discovered with more than incidental use of UTS resources by students when not working as employees of the University, by visiting researchers and by others not employed by UTS.
- e. In addition to UTS staff and students, the provisions of the University's patent policy will extend to:
 - i. All graduate, undergraduate and postdoctoral fellows
 - ii. Non-employees who participate or intend to participate in research projects at UTS (including visiting professors, industrial personnel, fellows, etc.)
- f. The policy will apply as stated for graduate students and postdoctoral fellows. In the case of non-employees, all potentially patentable inventions conceived or first reduced to practice in whole or in part in the course of their participation in research projects at UTS, or with more than incidental use of University resources, shall be disclosed on a timely basis to the University, and title shall be assigned to the University, unless a waiver has been approved.

7.2 Licensing

- 7.2.1 UTS encourages product development beneficial to the society by UTS researchers. UTS recognizes that the protection of proprietary rights in the form of intellectual property, such as trademark, geographical indication, industrial design and integrated circuit layout design is often necessary particularly for inventions derived from novel research in order to protect the researchers and encourage other relevant stakeholders to risk the investment of its personnel and financial resources to develop the invention. In some cases, an exclusive license may be necessary to provide an incentive for a company to undertake commercial development and production. Non-exclusive licenses allow several companies to exploit an invention.
- 7.2.2 The research and teaching missions of UTS always take precedence over patent considerations. While UTS recognizes the benefits of patent development, it is most important that the direction of UTS research is not established or unduly influenced by patent considerations or personal financial interests.

7.3 Copyright Policy

7.3.1 General Policy Statement

Copyright is the exclusive control and ownership over author's original creative works which are subject to Copyright Act 1987. It is the policy of UTS that all rights in copyright shall subsists with the author except in work-for-hire and exclusive ownership vests in UTS as the author as per Copyright Act 1987 is supported by a direct allocation of funds through UTS for the pursuit of a specific project, is commissioned by UTS under a contract for service or apprenticeship or not having been so commissioned, is made in the course of the author's employment under a contract of service, makes significant use of UTS resources or personnel, or is otherwise subject to any agreement between the parties excluding or limiting such assignment or transfer.

7.3.2 Books, Articles, and Similar Works, including non-patentable Software

In accord with academic tradition, except to the extent set forth in this policy, UTS does not claim ownership to pedagogical, scholarly or artistic works, regardless of their form of expression. Such works include those of students created in the course of their education, such as dissertations, papers and articles. UTS claims no ownership of popular non-fiction, novels, textbooks, poems, musical compositions, non-patentable software or other works of artistic imagination which are not institutional works and did not make significant use of UTS resources or the services of UTS non-faculty employees working within the scope of their employment.

7.3.3 Institutional Works

UTS shall retain ownership of works created as institutional works. Institutional works include works that are supported by a specific allocation of UTS funds or that are created at the direction of the UTS for a specific purpose. Institutional works also include works whose authorship cannot be attributed to one or a discrete number of authors but rather result from simultaneous or sequential contributions over time by multiple academic staff and students.

7.3.4 Patent and Copyright Agreement

Subject to this policy, copyright of the author shall be transferable by assignment, testamentary disposition or by operation of law, as movable property and shall have effect in writing. The process for assignment of ownership and rights shall be made within reasonable time and without undue delay according to the procedure fix by the Intellectual Property of Corporation Malaysia (MyIPO). Processing fee for the assignment and licensing shall be borne by UTS or any other relevant parties. Alternatively, UTS shall be deemed as the co-owner of the copyright in regards to the joint interest in the whole or any part of a copyright work and shall enjoy similar exclusive ownership over the copyright. All Royalty income received by the University for such works will be distributed in accordance with UTS Intellectual Property Policy unless subject to any agreement limiting or excluding the distribution.

7.3.5 Contractual Obligations of the University

This Copyright Policy shall not be interpreted to limit UTS's ability to meet its obligations for deliverables under any contract, grant or other arrangement with third parties including sponsored research agreements, license agreements and the like. Copyrightable works

that are subject to sponsored research agreements or other contractual obligations shall be owned by UTS, so that UTS may satisfy its contractual obligations.

7.3.6 Use of University Resources

UTS resources are to be used solely for University purposes and not for personal gain or personal commercial advantage, nor for any other purposes. Therefore, if the author of a copyrightable work makes significant use of the services of UTS non-school employees or UTS resources to create the work, he or she shall disclose the work to Centre for Research and Development and assign the exclusive ownership to UTS within reasonable time and without undue delay according to the procedure fix by the Intellectual Property of Corporation Malaysia (MyIPO). Processing fee for the assignment and licensing shall be borne by UTS or any other relevant parties. Examples of non-significant use include ordinary use of desktop computers, University Academic Resource Centre (ARC) and limited secretarial or administrative resources. Questions about what constitutes significant use should be directed to the Director of Centre for Research and Development.

7.3.7 Copying of Works Owned by Others

Members of the University community are cautioned to observe the rights of other copyright owners. Contact Centre for Quality Assurance for University policies pertaining to copying for classroom use. Policies regarding copying for ARC purposes may be obtained from UTS ARC.

7.4 Other Intellectual Property

7.4.1 Trade and Marks

Trade and marks are distinctive words or graphic symbols identifying the sources, product, producer or distributor of goods or services. Trade or service marks relating to goods or services distributed by UTS shall be owned by UTS. Examples include names and symbols used in conjunction with computer programs or University activities and events.

7.4.2 Proprietary Information

Proprietary information arising out of University work (e.g. actual and proposed terms of research agreements, financial arrangements or confidential business information) shall be owned by the University. "Trade secret" is a legal term referring to any information, whether or not copyrightable or patentable, which is not generally known or accessible, and which gives competitive advantage to its owner. Trade secrets are proprietary information.

8.0 RESEARCH ETHICS

8.1 An outstanding mark in research is the commitment of researchers to ethical standards in research and knowledge generation. All researches are subject to ethical considerations concerning objectives, methods, data use and ownership, funding agencies, publication and intellectual property (IP). A researcher is responsible for his or her actions in research as well as his or her responses to the actions of other researchers. This applies to every aspect of research, including application of grants, data collection, data analyses, publication and any aspect related to IP.

8.2 The researchers are obliged to take into account the wider direct and indirect anticipated consequences of their work. Ethical conduct in research demands respect for the rights

of others who are directly or indirectly affected by the research. In relation to human participants, both their physical and personal autonomy should be respected. Their participation in the research normally should be on the basis of fully informed consent, and their right to privacy, according to prevailing standards, should be guaranteed. Respect for rights to privacy are just as important where individuals are unaware that they are being researched, as would be the case when they are mentally incompetent to give permission for their inclusion in the research.

- 8.3 Justice is the ethical principle of fair treatment of others, which requires researchers to weigh up and make judgments about competing claims and interests of those directly or indirectly involved in the research, regardless of the vested interests of researchers. Researchers should address competing interests at every stage of the research, including the decision of whether it should be carried out in the first place. Researchers should consider the moral justification for differential treatment of research subjects, including non-human entities.

8.4 Responsibilities

8.4.1 Accountability

Researchers are accountable to UTS, staff, students, society and grant providers. Researchers shall declare and manage any financial or professional conflict of interest. Areas of conflict of interests include:

- a. Researchers have an existing or potential financial interest in the outcome of the research
- b. Researchers are likely to gain a private or private practice benefit that is significantly dependent on the research outcome
- c. Researchers are responsible to avoid any plagiarism activity related to research proposal in research grant application and research publication.

8.4.2 Integrity

Researchers shall uphold research integrity at all times. Researchers shall acknowledge the direct and indirect contributions of colleagues, research collaborators, grant providers and others in their work and publications at all times. Research integrity includes maintaining rigour, care and accountability. All researchers should practice the following:

- a. Emphasize high quality research;
- b. Maintain accurate and detailed research activity records and results;
- c. Be ethical about the objectives of one's research;
- d. Cooperate co researchers;
- e. Publish, develop and commercialize their respective research findings.

8.4.3 Honesty

Researchers have an obligation to achieve and maintain the highest standards of intellectual honesty in the conduct of the research. Researchers shall foster an environment which promotes intellectual accountability and honesty in ensuring that the research they undertake is consistent with the respective research guidelines and adheres to the defined original proposal, particularly on the financial aspects.

8.4.4 Openness

Apart from protecting research interests and rights, researchers should share their research output and related knowledge with other researchers and the public. However, researchers should be careful in discussing their work in public forums, especially work that has not been peer-reviewed or unpublished. Researchers are guaranteed certain freedom and should accept corresponding responsibilities.

8.4.5 Knowledge Enhancement

Researchers should always be motivated to undergo relevant training to ensure knowledge improvement and engagement in producing high quality research. Project members should be given the opportunities to attend relevant training/courses as part of their career development. A dynamic research culture should be fostered where all researchers develop their knowledge and skills as well as exchange ideas freely within a climate of mutual trust and cooperation.

8.4.6 Leadership and Supervision

Principal and co researchers are responsible for the supervision of the whole research process, including project design, funding applications, experimental design or research protocols, data recording, data analysis and publication and dissemination of results. The Principal researcher is also responsible for the appointment of Research Assistant as well as the supervision of the research.

8.4.7 Responsibility and Ownership of Research Assets

All research assets belongs to UTS. Researchers are responsible for all assets procured under research funding, and to adhere to the research agreement of the grants, or otherwise stated.

8.4.8 Curriculum Vitae

A biographical sketch incorporated into a grant proposal or a curriculum vitae used in an application for a fellowship or any other position should follow the University standards of accuracy. Inflated or otherwise inaccurate listings of educational background or academic status with an intent to deceive, including degrees, employment history and professional accomplishments are just as reprehensible as irresponsible entries in a list of publications and in some cases could be considered as falsification and be categorized as misconduct.

8.5 Ethics in Research involving Human Subject

Research that involves human subjects must align with research ethics guideline of the National and International Ethical Guidelines for Research involving Human Subjects. The guidelines are as follow:

- a. Researchers conducting research related to materials or sources of research such as the harvesting of human beings or animals in the collection of data/information must obtain a written approval from the University Research Committee;
- b. University Research Committee shall first examine the 'merit' applications from researchers conducting research that involve the collection of data from sources such as human beings or animals;

- c. Once satisfied with the justification for the application, the University Research Committee shall issue a formal letter of approval in writing to the State and/or National Ethical Committee.
- d. Once approved, a copy of the approval letter has to be submitted to participants/respondents who are involved in the research.

8.6 Ethics in Survey

- 8.6.1 Collection of data through any survey shall not violate established professional ethics pertaining to personal rights and privacy of human beings, health, safety and infliction of injury or pain on animals and environment.
- 8.6.2 All research must follow the approved framework, and questionnaires are subjected to the review and approval by the University Research Committee, if the research involves contentious issue that affect human dignity.
- 8.6.3 These questionnaires must be approved in advance by the committee to determine whether the risks posed on the subjects are acceptable and whether the information describing the risks and benefits of the participation of the subject is conveyed to the subjects in an accurate and intelligible manner.

8.7 Ethics in Publication

- 8.7.1 Any publication must give appropriate credit to all authors for their roles in the research. If more than one person contributes significantly, the decision of which names are to be listed as co-authors should reflect the relative contributions of various participants in the research. The use of alternative forms of acknowledgment within the paper for contributions that does not merit co-authorship, for example technical assistance, is permissible.
- 8.7.2 Appropriate citation must be made. The work of others should be cited or credited, whether published, unpublished, in a written form, an oral presentation or material on a website. Each journal or publisher may specify the particular form of appropriate citation. One does not need to provide citations except in the case of well-established concepts found in common textbooks or in the case of phrases which describe a commonly-used methodology.
- 8.7.3 In citing one's own unpublished work, an author must be careful not to imply an unwarranted status for the manuscript.
 - a. A paper should not be listed as submitted, in anticipation of expected submission.
 - b. A paper should not be listed as accepted for publication or in press unless the author has received proof or page proof or received a letter from an editor or publisher stating that publication has been approved, subject perhaps only to copy-editing.
- 8.7.4 Members of a research group who contribute to work that is later incorporated into a proposal or protocol are entitled to be consulted and informed as to what their role will be if the proposal is funded or the protocol approved. A charge of plagiarism in the proposal or protocol on grounds that such members are not later included as part of the team that conduct the approved or funded research, however, can usually not be sustained. Such

researchers who are excluded from subsequent research are entitled, however, to be considered for co-authorship in publications if their contributions merit it.

8.8 Misconduct in Research

8.8.1 Research misconduct is defined as fabrication, falsification, or plagiarism, including misrepresentation of credentials, in proposing, performing, or reviewing research, or in reporting research results. It does not include genuine errors or differences of opinion. Misconduct as defined above is viewed as a serious professional deviation that is subject to sanctions imposed both by UTS and funders. It is important that risks in carrying out research are clearly articulated and weighed against the potential value of it, so that those involved (researchers and subject) proceed with informed consent.

8.8.2 Regardless of the nature of their work, researchers are obliged to take into account the wider direct and indirect anticipated consequences of their work. Researchers are urged to avoid the following misconduct:

- a. Data fabrication, such as, dishonesty in reporting results through the proclamation of non-existent study results;
- b. Data falsification, which includes the altering of existing records;
- c. Plagiarism which includes direct copying of textual and graphics materials, and using other individual's data as well as idea without his/her authorisation;
- d. Failure to spend research funds in a way consistent with the goals stated in the relevant contract documents and/or failure to maintain clear and proper records of expenditures;
- e. Failure to acknowledge the source of biological materials used in laboratory;
- f. Failure to protect the rights of informants regarding their privacy and to protect the research subjects anonymity and the confidentiality of information resources;
- g. Violation of properties like stealing or destroying property of others, such as research papers, supplies, equipment or products of research;
- h. Dishonesty in publication like misleading ascription of authorship including the listing of authors without their permission, attributing work to others who have not in fact contributed to the research, and the lack of appropriate acknowledgment of work produced by others involved in the research.
- i. Any misconduct in research and publication shall be managed by the University Research Committee according to the prescribed rules and regulations of the UTS Code of Ethics and Conduct.

8.9 Safety and Health

8.9.1 The UTS Maintenance Facilities and Security Department is responsible for advising UTS on health and safety policies, ensuring all faculties/departments are in compliance with policies, statutes, and regulations, monitoring the effectiveness of the safety programmes, and providing central health and safety services to all areas in UTS in accordance with the Occupational, Safety and Health Act 1994.

8.9.2 UTS shall make all reasonable efforts to:

- a. Protect the health and safety of the staff, students and research associates;
- b. Provide safe workplaces for staff and students;
- c. Provide information to staff and students about health and safety hazards;
- d. Identify and correct health and safety hazards and encourage staff and students to report any hazards;

- e. Provide information and protection for those on campuses and in the surrounding community regarding environmental hazards arising from operations at UTS.

9.0 REFERENCES

Universiti Malaysia Pahang Research Policy
Universiti Teknikal Malaysia Research Policy
Universiti Malaysia Sarawak Research Policy
Universiti Sains Malaysia Research Policy