Semi. 2

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Ethical Problem

Your colleague Shen asks to be listed as one of the co-authors on a paper you have almost finished writing. You do not think Shen has contributed enough, but Shen does. Do you include Shen?

Problem owner
You!

Proposed solution
Include Shen!
1. Will there be any ethical problems or conflicts in the context, in the organisation or in the group where your decision will be applied or your solution will be used?

Both including and not including Shen as a co-author might cause conflicts in the research team, e.g. if Shen is in the paper, why not also Hens and Enhs who also have been discussing the paper?
2. Will your decision or solution cause any ethical problems or conflicts?

Could create an atmosphere where this is common practice

Shen can’t answer for the article’s content

Hens and Enhs, who contributed about as much as Shen, might also want to be included now.
3. Are there any alternatives to your solution?

Do not include Shen

Include Shen and ask for more contribution

(Add Shen and ask for being added on another paper in return)
4. What groups, individuals, organisations, etc, will in any way be affected by or have a stake in the development, use, application or mere existence of your decision and solution? (Including society at large and the environment.)

- You
- The research group
- Shen
- The scientific community
5. What values, interests, duties, standpoints and attitudes are involved in the use of your solution and of the possible alternatives?

Your reputation

Shen’s reputation

The attitude in the research group

Your friendship with Shen

The interest of the scientific community
6. What effects will your solution (and the alternatives) have on each of these values, etc? Will these solutions fit certain values and conflict with others? What values and how?

<table>
<thead>
<tr>
<th></th>
<th>Your reputation</th>
<th>Shen’s reputation</th>
<th>The attitude in the research group</th>
<th>Your friendship with Shen</th>
<th>The interest of the scientific community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Include Shen</td>
<td>Can be damaged if it comes out that you included a ghost author</td>
<td>Improved because of more publications</td>
<td>Hens and Enhs might also want to be included</td>
<td>Shen is happy</td>
<td>Including Shen as an author, even though Shen’s contribution is not sufficient, is both misleading and ethically dubious</td>
</tr>
<tr>
<td>Don’t include Shen</td>
<td>Can be damaged if it comes out that you excluded a valid author</td>
<td>Less publications</td>
<td>Can create competitive and hostile attitude where people do not collaborate</td>
<td>Shen is mad</td>
<td>Not including Shen as an author, even though Shen’s contribution is sufficient, is both misleading and ethically dubious</td>
</tr>
<tr>
<td>Ask for more contribution</td>
<td>Less risk for damage</td>
<td>Improved because of more publications</td>
<td>Might promote collaboration</td>
<td>Shen is happy (but may feel that the first contribution is not appreciated)</td>
<td>Slightly misleading and slightly ethically dubious.</td>
</tr>
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</table>
7. What will you do to make sure that the use of the solution will be optimal with regards to ethical aspects? For instance, adapt the design of the product, user training, organizational changes, inform stakeholders, etc? How exactly are you going to succeed with this?

In the case of “yes”, do include Shen as much as possible in the final work with the paper.

In the case of “no”, explain why to Shen (and show your decision matrix/OLE questionnaire)

In the case of asking for more contribution, be careful with wording when asking for more of Shen and be open with what contribution you ask for. Don’t complain and reveal that you think the original contribution wasn’t enough, or do so in a nice manner.
What to do?

We think the third option, to ask for more contribution, is the one that seems to give the best effect on the different values. But it really depends on the circumstances...