



Training
the Trainer

Deliverable 5.2

Report on face-to-face training-the-trainer programmes (all countries)



VIRT²UE

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the Trainer

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EXECUTIVE SUMMARY

This deliverable is the report on the face-to-face train-the-trainer program and outlines core characteristics of the train-the-trainer program and the implementation plan.

Section 1 introduces the report.

Section 2 concisely summarizes the aims of the train-the-trainer program, and emphasizes its unique aspects, namely the virtue ethics methodology and learner-centered didactical approach. Unlike most programs, the VIRT²UE train-the-trainer program rests on the premise that effective research integrity training should not only convey knowledge of codes and regulations, but must also address moral character building, in order to enable researchers to master challenges they are likely to encounter over the course of their academic career.

Section 3 outlines the structure of the program and explains its blended learning format. The section points out the complementarity of the online module and the face-to-face training and gives an overview of the workload program participants have to invest. Moreover, it specifies that trainers have to train ten further trainers or researchers as part of the course requirement in order to receive a certificate.

Section 4 describes the criteria participants have to meet to be eligible for participation in the program. Necessary conditions are familiarity with the research process and sufficient knowledge of research integrity codes and regulations. Prior training experience is desirable, but not strictly necessary.

Section 5 explains how participants have been and will be recruited so as to meet the aim of training 305 trainers. All partners will implement the trainings and are responsible for recruiting participants; they will be supported by work package (WP) 5.

Section 6 provides an overview of locations and dates of face-to-face trainings. Progress differs between partners, reflecting regional particularities. However, all partners are aware of and committed to their obligations.

Section 7 provides a risk analysis and outlines some challenges the implementation of the train-the-trainer program faces and proposes responses to them.

Section 8 concludes by describing the next steps towards the successful implementation of the train-the-trainer program.

1. INTRODUCTION

This report outlines how VIRT²UE will implement its train-the-trainer program, which is a combination of online and face-to-face components. VIRT²UE aims to train 305 ethics and

research integrity trainers across Europe, each of whom will train at least ten further trainers or researchers as part of the course requirement. In that way, VIRT²UE will reach at least 3050 trainers and researchers by the end of the project.

Trainings will be offered at different locations all over Europe, organized by VIRT²UE partners from the respective country or region. The local organizers will be assisted by WP 5 in recruiting trainees and adapting the training to local circumstances. In particular, the ethics and research integrity trainer list summarized in deliverable D5.1 shall facilitate recruiting participants, while developing and refining training and information materials shall support implementing the training by clarifying expectations and instructions.

2. AIMS AND APPROACH OF THE TRAIN-THE-TRAINER PROGRAM

The train-the-trainer program provides participants with the knowledge and skills to conduct a research integrity course based on a virtue ethics approach. Trainers are taught how to foster reflection on scientific virtues in researchers, and how to promote understanding of the European Code of Conduct for Research Integrity. The program has an aspirational approach, and focuses on what it means to be a good and virtuous researcher. Therefore, it promotes reflection on personal attitudes and behaviors, rather than teaching about rules and norms. Trainees learn how to train other trainers and researchers to reflect on concrete cases and moral dilemmas in research, and to integrate the principles of the European Code of Conduct for Research Integrity in their daily practice and professional habits. Hence, the program builds a bridge between theory and practice by starting from and working with personal experiences, dilemmas, and challenges.

Methodologically, the program takes a virtue ethics approach to research integrity (see e.g. Macfarlane 2009). Therefore, it does not teach what trainees should do or should not do, but equips them with tools to foster reflection and motivate virtuous practice. It departs markedly from a 'checkbox ethics' approach by focusing on what good scientific practice is in actual research practice. The principles of the European Code of Conduct for Research Integrity as well as virtues identified through an elaborate Delphi process by WP 2 form the conceptual backbone of the program.

Didactically, the train-the-trainer program follows two core principles: learner-centeredness and constructive alignment (see e.g. Biggs 1996; Biggs and Tang 2011). Based on constructivist theories of learning, proponents of constructive alignment argue that deep learning is encouraged by the alignment of intended learning outcomes, learning activities, and forms of assessment. Aligning these components presupposes adopting a learner-centered perspective that focuses on learners' needs, motivations, and expectations. Trainers are trained to facilitate learning processes rather than to instruct their audience in a top-down manner. The program hence takes a bottom-up approach to teaching research integrity.

A further defining feature of the train-the-trainer program is its flexibility. It can be organized in different ways, implemented in different settings, and be adjusted to different audiences. Trainees will learn how changes can be made in order to help them implement the program in their own institutions and settings. However, to maintain the program's virtue ethical focus and learner-centeredness, the rationale underlying the intended learning outcomes should remain unchanged, and all changes should be guided by the principle of constructive alignment.

3. STRUCTURE OF THE TRAIN-THE-TRAINER PROGRAM

The program combines online and face-to-face components. Its blended learning approach utilizes the strengths of self-directed and group learning, reinforcing the principle of learner-centeredness. While online materials are designed for individual learning and reflection and provide an introduction to the main issues and philosophical concepts, the face-to-face training develops participants' teaching skills and provides opportunities for interactive, reflective and case-based group activities. The components are complementary and build on each other. The face-to-face exercises, all of which have specific learning goals that reflect core components of the program's overall learning goals, presuppose online preparation, and the online materials need to be supplemented with interpersonal experiences provided in the face-to-face meetings. Consequently, intended learning outcomes can only be accomplished if trainees complete both the online and face-to-face components.

In the face-to-face training, participants learn and practice five exercises, supervised by a trainer from the consortium. Participants meet twice: the first time in a two-day meeting and the second time in a one-day meeting.¹ During the first meeting, participants learn to use the five exercises. Between the two meetings, participants practice the exercises in their own institution or setting. Alternatively, they may already train ten further researchers.² In the second meeting they reflect on their experiences of practicing the exercises and practice selected exercises again under supervision. After the second meeting they train ten further trainers or researchers within six months after the duration of the program, unless they fulfilled that obligation already during the interim period.³

¹ In exceptional cases participants may be exempted from the second face-to-face meeting, if they commit to engage in an equivalent activity of the same workload. Details are currently specified in a taskforce. See also section "Risk Analysis".

² For didactical reasons, we encourage trainees to practice the exercises first, before implementing their own trainings. However, if trainees consider themselves ready to implement a training during the interim period, they may do so. The decision is ultimately up to them.

³ In exceptional cases the period may be extended to nine months.

Once trainees have trained ten further trainers or researchers and filled out a brief evaluation form, they will receive a certificate that verifies their qualification. Trained trainers have the permission to issue own certificates for their training participants, using the VIRT²UE logo. Moreover, they are invited to register for an online trainer database integrated to the ENERI e-community on SINAPSE and managed by WP 5.

Table 1: Program and time investment

	Content	Tasks	Time investment
Online course	Introduction to research integrity and ethics, the European Code of Conduct for Research Integrity and the main concepts used during the training + Reflection on personal experience	Complete the online course	4 hours
First face-to-face meeting	Learning and practicing how to conduct the five exercises	Complete the assignments in preparation for the face-to-face training	Assignments: 5 hours Meeting: 16 hours
Interim practice work	Practicing the exercises in own institution/context	Prepare, organize and practice the five exercises. + Filling out a reflection form for each exercise.	5 hours per exercise, including feedback form = 25 hours
Second face-to-face meeting	Reflecting on and discussing experiences + Practicing selected exercises	Prepare selected exercises	Preparation: 2 hours Meeting: 8 hours
Total			60 hours

4. INCLUSION CRITERIA

Eligibility for participation in the train-the-trainer program depends on two factors, which are described in detail in deliverable D5.1 (pp. 6-8). In a nutshell, trainees must meet two criteria:

- They must have research experience and be familiar with the entire research process, from project planning to publication.
- They must know relevant codes and regulations on research integrity.

Ideally, they should be experienced trainers, which however is not mandatory for participation.

If in a given country or country group more people are interested in participating in the program than can be offered a place, prior training experience is a relevant factor to consider when selecting participants. Other factors local organizers shall consider in that case are:

- Is the potential trainee tenured?
Tenured trainees are more likely to train further trainers and researchers after the end of the program than untenured ones because they have job security and will stay in academia.
- Is the potential trainee affiliated to relevant ethics and research integrity networks?
Trainees affiliated to networks are more likely to train further trainers and researchers after the end of the program because research integrity is a core component of their professional profile already. Moreover, they are likely to have comprehensive prior knowledge of codes and regulations.
- Is the potential trainee affiliated to a large and/or prestigious institution?
Trainees affiliated to large institutions are more likely to train further trainers and researchers after the end of the program because of the sheer size of their institution. Participants affiliated to prestigious institutions can help rendering VIRT²UE visible and increase the program's reputation, and thereby facilitate its sustainability.

5. RECRUITING TRAINEES

Consortium partners are responsible for recruiting trainees for their trainings. They are encouraged to draw on their country-specific and regional expertise to recruit qualified participants. The recruitment process is supported by WP 5, which has compiled a list of ethics and research integrity trainers and experts in task T5.1, as summarized in deliverable D5.1. Moreover, WP 5 has created an invitation template, a privacy policy, a leaflet, and a poster to advertise the train-the-trainer program. Currently, a taskforce with members from WPs 3, 4, 5, and 7 develops further materials, all in the design of the Embassy of Good Science:

- a new leaflet that summarizes the train-the-trainer program and highlights its core features
- a brochure outlining the train-the-trainer program in more detail, explaining its aims, background, design, and flexibility
- an overall manual for the train-the-trainer program that guides both trainers and participants through the program

The leaflet will be available in February 2020, the brochure and the overall manual in March 2020. All materials will be usable as digital and physical documents, and thus be tailorable to different communication channels.

Other activities WP 5 as well as partners from other WPs will engage in to support the recruitment of participants include:

- presenting the train-the-trainer program at relevant conferences, for example, the REWARD/EQUATOR Conference, 20-22 February 2020 in Berlin
- posting on the widely read blog of the European Citizen Science Association
- announcing trainings via the Embassy of Good Science's twitter channel
- requesting networks like ENERI, EUREC, ENRIO, LERU and ALLEA to share information on the program among their members

Consortium partners are encouraged to contact local and regional networks to disseminate information on the train-the-trainer program. In Germany, for example, information has been disseminated via the Office of the German Research Ombudsman.

6. IMPLEMENTATION

This section gives an overview of the current status of partners' implementation plans of the face-to-face trainings. Relevant information has been collected from consortium partners in December 2019 and January 2020. Updates and further information will soon also be available on the Embassy of Good Science, as the implementation process is ongoing and will continue until the end of the project. Each face-to-face training consists of two meetings (2+1 days) and shall be implemented by the end of November 2021.

Overall, VIRT²UE aims to train 305 trainers, and each trainer will train at least ten further trainers or researchers as part of the course requirement. Consequently, VIRT²UE shall reach at least 3050 people by the end of the project. Trainings will be offered in various regions across Europe and be implemented by a consortium partner from that region. Thus, trainings can be adjusted to national or regional specificities. This greatly facilitates learner-centeredness, a core feature of the VIRT²UE program. Moreover, travel times and costs for trainees, which the consortium cannot cover, are reduced considerably compared to offering trainings in only one or few locations in Europe. Since there are no participation

fees, the costs trainees have to cover themselves should, therefore, not become unreasonable.⁴ Table 2 below summarizes the face-to-face train-the-trainer program as outlined in the Grant Agreement. Due to regionally uneven demand, some adaptations have already been made, which are expounded in the following sub-sections.

Table 2: Face-to-face train-the-trainer program – country groups

Country group	Trainers	Trainings	Partner responsible
Germany	55	4	EUREC
Belgium and the Netherlands	18	2	VUmc&KUL
Poland, Estonia, Latvia, Lithuania and Finland	21	2	LU&UH
France and Luxemburg	37	3	KUL&VUmc
Greece, Bulgaria, Romania, and Cyprus	10	1	NTUA
Czech Republic, Slovakia, Hungary, Slovenia and Croatia	14	1	MEFST
Italy and Malta	17	2	UNINS
Norway, Sweden and Denmark	21	2	UIO
Spain and Portugal	29	2	UCP
Austria and Switzerland	13	1	OEAWI
Turkey	18	2	ANKU
United Kingdom and Ireland	51	4	VUmc&UIO
Total	305	26	

⁴ They still are a risk, though. See section “Risk Analysis” for further information.

Germany

Trainings will take place in Sankt Augustin near Bonn at Bonn-Rhein-Sieg University of Applied Sciences. The first meeting of all four groups of trainers is scheduled for the period 2-6 March 2020. The second meetings will take place either in late June or in July 2020, depending on organizational feasibility and participants' preferences. However, most likely two trainings (as well as the related the second meetings) will be postponed to a later date.

Belgium and the Netherlands

Trainings will take place in Leuven (organized by KU Leuven) and Amsterdam (organized by VUmc Amsterdam). The first face-to-face meeting in Leuven is scheduled for 7-8 April 2020, while the training in Amsterdam has not been scheduled yet. Dates for the second meetings will be set in due time.

Poland, Estonia, Latvia, Lithuania, and Finland

Due to high demand, three trainings have already been scheduled for this country group. The local organizers will be assisted by an additional trainer from VUmc Amsterdam for the additional training. Two trainings will be held in Riga (organized by the University of Latvia), one in Helsinki (organized by the University of Helsinki). The first meetings in Riga are scheduled for 15-16 June and 28 August 2020. The trainings in Helsinki will be held on 4-5 June and 25 August 2020.

France and Luxembourg

Trainings will be offered in Lille (by KU Leuven), Toulon (by KU Leuven), and a third location that has not yet been specified (by VUmc Amsterdam). Dates will be set soon.

Greece, Bulgaria, Romania, and Cyprus

The training will be in Athens and is scheduled for 28-29 April and 1 September 2020.

Czech Republic, Slovakia, Hungary, Slovenia, and Croatia

Two trainings will be offered in this country group, one more than foreseen in the Grant Agreement. One has already been implemented in 2019, reaching 13 trainers. The training of at least ten further trainers and researchers per trained trainer is ongoing and supported by MEFST, the consortium partner responsible for the country group. A further training will be offered in Split in the week from 22-26 June 2020. The second meeting will be scheduled in due time.

Italy and Malta

Dates and locations of the trainings will be determined soon by the responsible partner.

Norway, Sweden and Denmark

Unlike foreseen in the Grant Agreement, three trainings will be offered for this country group. The third training replaces one of the trainings originally planned for the UK and Ireland. Trainings will take place in Oslo on 21-22 April and 27 October 2020.

Spain and Portugal

Dates and locations of the trainings will be determined soon by the responsible partner.

Austria and Switzerland

The training will be held in Vienna on 23-24 March 2020. The second meeting will be scheduled during the first meeting, taking participants' preferences into account.

Turkey

Trainings will be held in Istanbul and Ankara. The dates for the training in Istanbul are 24-25 February and 27 April 2020, while trainings in Ankara are scheduled for 9-10 March and 11 May 2020.

United Kingdom and Ireland

Due to the complications of Brexit, the number of trainings for this country group has been reduced to two. The planned third training has been moved to the country group Norway/Sweden/Denmark. Dates and locations of the two trainings will be determined soon by the responsible partners.

7. RISK ANALYSIS

This section analyzes three risks that merit consideration during the implementation of the train-the-trainer program and explains mitigation measures that have been or will be taken by the consortium.

Travel and accommodation costs may be prohibitively high for some trainees

Although the train-the-trainer program charges no participation fees, participation can be costly for participants, especially those from poorer countries in Eastern and Southern Europe, because they have to cover travel and accommodation costs themselves. The VIRT²UE project strives to reduce this risk by allowing the second face-to-face meeting to be replaced by a distance-learning format of the same workload, the details of which are currently worked on. While this option clearly is only second best from a didactical perspective and only available upon the provision of compelling reasons, it increases chances of VIRT²UE having a sustainable impact also in poorer regions of Europe. Yet because capacity gaps are among the largest in these regions, providing an option that addresses the risk posed by high costs is particularly important.

Another option to reduce this risk is that local organizers of the program may use parts of their budget allocated for implementation to subsidize participants' costs. Whether and to what extent this option is feasible, however, depends crucially on the costs of organizing trainings, which vary considerably among consortium partners. As a result, many consortium partners cannot offer to cover any costs.

The obligation to train ten further trainers or researchers discourages participation

Especially potential trainees from smaller institutions and universities of applied sciences have raised concerns whether they are able to train ten further trainers or researchers, because they are unsure about the demand for a research integrity course at their respective institutions. VIRT²UE seeks to mitigate this risk by allowing trainees to take up to nine months after the second face-to-face meeting to fulfil this obligation. While the regular period to provide a training is six months, it may be extended if trainees can provide compelling reasons why they need more time. Furthermore, trainees are encouraged to develop certificates for their training participants to visibly reward and, thereby, motivate participation. Although these certificates will differ from the certificates awarded by the consortium, trainees may use the VIRT²UE logo. In other words, VIRT²UE allows for and encourages different levels of certification.

Moreover, the flexibility of the program and its toolbox approach facilitate tailoring trainings to different audiences and settings. By making this core feature of the program more visible via the Embassy of Good Science, this risk is addressed as well.

Difficulty to recruit trainees from industry

Recruiting trainees from industry is very challenging, for at least two reasons. First, industrial researchers, even if responsible for research integrity in their companies, typically do not think of themselves as trainers. Second, the vast majority of companies does not allow their employees to invest 60 hours of work into participating in a train-the-trainer program and additional time into training others. Nonetheless, some industrial researchers, primarily from the biomedical field, have expressed interest in getting to know more about the general approach of the training and a virtue ethics perspective on research integrity.

While the barriers preventing many industrial researchers from participating in the train-the-trainer program seem high, they would be ideal participants of VIRT²UE's MOOCS and other online materials. Consequently, industrial researchers will be directed to VIRT²UE's online materials developed by WP 4 and also encouraged to become active members of the Embassy of Good Science.

8. NEXT STEPS

The next steps towards the successful implementation of the train-the-trainer program are the following:

- New materials to disseminate the program and to support its implementation are currently developed. A new leaflet as well as a new poster fall in the former category, a brochure explaining the program in an accessible manner and an updated manual guiding trainers and trainees in the latter.
- VIRT²UE will be fully and visibly integrated into the Embassy of Good Science and become an identifiable core pillar of it. The VIRT²UE page on the platform shall be fully updated in early February 2020 and will be gradually expanded in subsequent months. Especially training pages and thematic pages relevant for the training will be added or updated in Spring 2020. Details of the embedding strategy will be elaborated in deliverable D5.3, due by the end of project month 24 (May 2020).
- Networks will be contacted again and be requested to disseminate information on the train-the-trainer program because dates and locations of trainings now have been set or will be set soon and the program has been fully developed. The added clarity will facilitate all dissemination measures.
- WP 5 will monitor the progress of the program's implementation and support partners in fulfilling their obligations. WP 5 will also manage the trainer database, refine and finalize the dissemination strategy, and develop a capacity building plan.

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