

AAS Astronomy Department Chairs Meeting - 2016

Christine Jones AAS

AAS Ethics Code

Task force: Dara Norman, Jack Burns, Christine Jones

**Supporting LGBT+ Physicists & Astronomers:
Best Practices for Academic Departments**

Committee for Sexual-Orientation and Gender Minorities in Astronomy (SGMA)

Use of the GRE in Graduate School Admissions

Women in Astronomy IV Meeting in June 2016

Astronomy Textbooks - free on-line (OpenStax)

AAS Ethics Code

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Revision to the AAS Ethics Statement (original adopted by Council in 2010.) June 2016, AAS Council votes to accept Ethics Task Force recommendations. October 2016 ExCom approves code of ethics. Implementation in progress.

Intent of the AAS Code of Ethics is to be educational and corrective, rather than punitive. Set of guidelines and best practices for professional behavior, including participation in AAS activities and in other astronomical activities.

Key Principles guiding AAS CoE

- Membership in AAS or an AAS Division or attendance at an AAS-supported event is a privilege, not a right.
- Each of us shares responsibility for the welfare of our community
- Any AAS or AAS Division member or AAS-supported meeting attendee may bring a complaint

**Code of Ethics address the following ethical behavior
(similar to those in 2010)**

Conduct toward others

- all people encountered in ones professional life should be treated with respect
- Discriminatory treatment or harassment because of sex, race, color, national origin, religion, age, disability, marital status, sexual orientation, gender identity expression, other characteristics protected under applicable law violates the AAS code of ethics
- Bullying behavior that demeans, intimidates, humiliates or sabotages other's work is unacceptable
- Research supervisors have responsibility for facilitating the research, educational and professional development of students and subordinates.

Themes of the talk in highlighted box

remind that the outbursts, hot coronae, dark matter halos, all come on a wide range of scales

All about dark matter halos - as we include spirals

Conduct in Research

- Research misconduct, including plagiarism and the fabrication of data, violates the Code of Ethics
- Reviewers of manuscripts and funding proposals must proactively reveal any conflicts of interest
- Data and research results should be recorded and maintained in a form that allows review, analysis, and reproduction by others.
- Incumbent of researchers to make results available in a timely manner
- Fabrication, falsification or selective reporting of data with the intent to mislead is unethical, unacceptable and fraudulent, as in the appropriation of unpublished data or research results from others without permission and attribution.
- Errors that could be misleading should be promptly acknowledged and corrected.

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Publication and Authorship

- Authors are expected to adhere to basic standards of professional ethics. Authors, editors and referees should be aware of professional and ethical standards adopted by AAS journals
- All persons who have made significant contributions to a paper/talk should be offered the opportunity to be authors. People who have not contributed significantly should not be authors. Others who have contributed should be acknowledged.
- Sources of financial support should be acknowledged.
- Proper acknowledgement of the work of others should always be given.
- Plagiarism is never acceptable.

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Peer Review

- Provide thorough, fair and timely evaluations.
- Materials provided in confidence must not be used or disclosed by reviewers

Conflicts of Interest

- Any professional relationship or action that may be, or may be perceived to be, a conflict of interest should be fully disclosed.

Conflicts typically in three categories - 1) affiliation of reviewer with applicant's institution; 2) relationship of panel member to proposer, including personal, professional, or business relations.
and 3) relationships or affiliations among panel members.

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Notification of AAS Code of Ethics to AAS members

“Check boxes” for membership renewal and for AAS & Divisional meeting registrations

Handling Potential Ethical Breaches

Jurisdiction

“the AAS Code of Ethics Committee and AAS Council may cooperate with, and share information with, other institutions or organizations where investigative and/or corrective responsibility resides. Often the complaint will be outside the AAS jurisdiction and should be adjudicated at the home institution or by another organization.”

What could AAS learn from Physics Department?

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What can Astronomy/Physics Departments do?

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News



Harvard Astronomy department endorses the Code of Ethics of the American Astronomical Society

October 6, 2016

The Harvard Astronomy department endorses the [Code of Ethics of the American Astronomical Society](#) and abides by its guiding principles.



Written in the Stars: Cecilia Payne-Gaposchkin

September 19, 2016

The Harvard Gazette features Cecilia Payne-Gaposchkin who was promoted as the first woman to receive a full-time, non-female-only professorship from Harvard College.

Link: [Written in the Stars](#)

Calendar

← November 2016 →

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

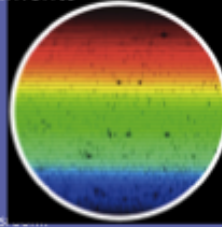
Upcoming Events

[Grad Networking Lunch with Paola Caselli](#)
11/4/2016 12:00pm

Supporting LGBT+ Physicists & Astronomers

Best Practices for Academic Departments

Want to make your department more welcoming to lesbian, gay, bisexual, and transgender (LGBT+) students, staff, and faculty? *Best Practices* presents simple, concrete suggestions to improve climate and increase LGBT+ visibility. The full document is available from our websites (see other side). Here are some highlights:



Improving Departmental Climate Today

- Invite LGBT+ speakers to campus.
- Join an Out List as an LGBT+ scientist or ally.
- Pay particular attention to the climate within the class.
- Explicitly include everyone in invitations to departmental events.
- Use gender-neutral and inclusive language in documents and conversation.

Improving Departmental Climate Tomorrow

- Actively recruit LGBT+ students.
- Encourage faculty and staff to obtain diversity training.
- Facilitate name and gender changes on departmental records.
- Recognize and award achievements of LGBT+ students and faculty.

Recruitment and Personnel Issues

- Provide help for dual-career couples.
- Include non-discrimination statements in job announcements.
- Consider LGBT+ persons when developing family-friendly policies.
- Avoid assumptions about names, nicknames, and pronouns. Always ask.

Advocacy at the University Level

- Help transgender students deal with Selective Service.
- Provide gender-neutral restrooms throughout campus.
- Provide inclusive health insurance. Provide other benefits fairly.
- Participate in national or regional surveys that address LGBT+ issues.

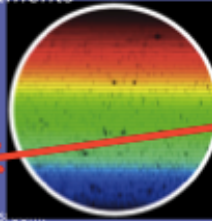
Recommendations
from AAS SGMA

Committee for
Sexual-Orientation
and Gender
Minorities in
Astronomy

Supporting LGBT+ Physicists & Astronomers

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Simple
suggestions in
four key areas:

Short-term changes at
the department level

Long-term changes at
the department level

Recruitment and
retention

Policy changes at the
University level

“Best Practices” is available at: sgma.aas.org

SGMA is revising their document to reflect recent advances

Marriage equality

New protections for transgender folks

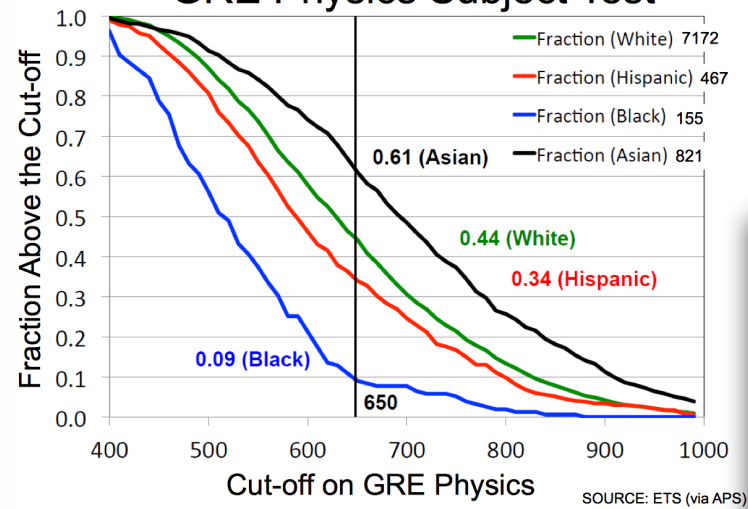
Climate report of the APS Ad Hoc Committee on LGBT Issues

and to better represent scientists of color, students, and
scientists who work not at research universities but at
national labs, four-year or community colleges, and in
industry.

Look for a revised version next fall.

The role of the GRE in graduate admissions

GRE Physics Subject Test



From Casey Miller (RIT) presentation to APS physics chairs

AAS recommendations on the role of the GRE in graduate admissions

Given the research indicating that the GRE and PGRE are poor predictors of graduate student success, that their use in graduate admissions has a particularly negative impact on underrepresented groups and that they represent a financial burden for many students in pursuing advanced degrees in the astronomical sciences, the AAS recommends that graduate programs eliminate or make optional the GRE and PGRE as metrics of evaluation for graduate applicants. If GRE or PGRE scores are used, the AAS recommends that admissions criteria account explicitly for the known systematics in scores as a function of gender, race, and socioeconomic status, and that cutoff scores not be used to eliminate candidates from admission, scholarships/fellowships, or financial support.

***Have your departments (re)evaluated the role of the GRE
in graduate admissions decisions?***

WOMEN IN ASTRONOMY IV

June 9 - 11, 2017

Austin, TX

- Conference sponsored by the NRAO and the AAS; NSF support
- To follow the 230th AAS in the same conference hotel
- Workshops, panels, and small group discussions emphasized
- Many forms of privilege, disadvantage explored
- Tools for institutions and individuals -- students, faculty, other professionals -- to create more inclusive, equitable workplaces
- To obtain information and express interest: go.nrao.edu/wiaiv

Free On-Line Astronomy textbook

Andrew Fraknoi, David Morrison, Sidney C. Wolff

- View on-line at <https://openstax.org/details/astronomy>
- Designed to meet the scope and sequence requirements of one- or two- semester introductory astronomy courses

Thanks !