

सीएसआईआर -केन्द्रीय चर्म अनुसंधान संस्थान

**CSIR- CENTRAL LEATHER RESEARCH INSTITUTE**

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद् Council of Scientific & Industrial Research

अडयार,चेन्नै, तमिळ्नाडु, भारत Adyar, Chennai, Tamil Nadu, India-600 020

No. 23(24)/2020-EI

Dated: 23.03.2020

**कार्यालय ज्ञापन OFFICE MEMORANDUM**

Sub: Constitution of Scientific Investigation Board - Reg.  
Ref.: CSIR OM No.30/GB/2019-MD dated 28.02.2020

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In pursuance of CSIR OM No.30/GB/2019-MD dated 28.02.2020, the Director, CSIR-CLRI, has been pleased to constitute the Scientific Investigation Board with following composition with immediate effect:

<b>Sl. No.</b>	<b>Name &amp; Designation</b>	<b>Capacity</b>
1	Dr C Muralidharan, Chief Scientist	Chairman
2	Dr M Surianarayanan, Principal Scientist	Member
3	Dr N R Kamini, Principal Scientist	Member
4	Dr Vani Janakiraman, Department of Biotechnology, IIT, Madras	External Expert
5	Shri G Chandrasekar, Senior Principal Scientist	Convenor

Scientific misconducts would be investigated by this Board. The SIB will do due diligence including interaction with the concerned scientific staff, examine the records and suggest suitable punitive action commensurate with the offence done as per Annexure (*enclosed*) and submit its report to Director.

The tenure of the Committee is for a period of 02 (two) years from the date of issue of this OM.



(D V S SASTRY)  
ADMINISTRATIVE OFFICER

To

Chairman & Members concerned

Copy to:

1. All Heads of Divisions/ SIC-RCEDs - *with a request for wide circulation*
2. COFA/SPO
3. Section Officers (EII/ EIII/ EIV)
4. PS to Director
5. PA to AO
6. All Notice Boards/ Intranet/ Website
7. Office Copy

### B.3 Table-1: Levels of misconduct and suggested advice on action to be taken

Category	Characteristics	Examples	Action
I. Simple Error/ Minor Transgression	Non-deliberate, evidence of experiments having been performed via lab books or other records, with minimal or no change to primary scientific conclusions	<ul style="list-style-type: none"> <li>• Plagiarism – materials and methods</li> <li>• Unmodified/Un-manipulated image duplication between figures or panels, where original data can be shown</li> <li>• Mistake in matters of credit/authorship where there is no clear misconduct</li> </ul>	<p>First: No action required other than correction of mistake /Counselling</p> <p>Second: Minor penalty such as warning for person(s) held responsible</p>
II. Moderate Transgression	<p>Very frequent instances of category I transgressions (&gt;10).</p> <p>Deliberate, errors with changes to primary scientific conclusions, probable data fabrication</p>	<ul style="list-style-type: none"> <li>• Plagiarism – main text</li> <li>• Modified image duplication between figures or panels or Instances of image duplication between publications, inability to provide original data</li> <li>• Deliberate denial of authorship or credit</li> </ul>	<p>Minor penalty commensurate with frequency and degree</p> <p>Removal from responsible position/Ban supervision/ Ban submission of proposals/ Ban consultancy/ Defer increments/Deferred promotion / Take a credit course on Ethics.</p>

<p>III. Major Transgression</p>	<p>Frequent instances of category II transgressions</p> <p>Any instance of clear data fabrication,</p>	<ul style="list-style-type: none"> <li>• Plagiarism – data or &gt;50% of text</li> <li>• Clear image manipulation sufficient to change scientific interpretation</li> <li>• Instances of repeated image duplication between publications, with different labels</li> <li>• Deliberate usurping of credit, fake authorships</li> </ul>	<p>Penalty to responsible person(s)</p> <p>Take a credit course on Ethics/</p> <p>Deferred promotion/ deferred increments/ reduction to lower stage/ compulsory retirement</p>
<p>IV. Severe Transgression</p>	<p>Very frequent instance of category III transgressions</p>		<p>Major penalty commensurate with the severity of misconduct</p> <p>Compulsory retirement/ removal from service</p>