

مركز السليطين للأبحاث والدراسات والتدريب الزراعي
Al-Sulaiteen Agricultural Research, Studies & Training Center



SARSTC

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RESEARCH POLICY

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Introduction

Al-Sulaiteen Agricultural Research, Studies and Training Centre (SARSTC) exists to enhance food security in Qatar, the neighboring GCC countries and the other Arab countries through applied research programs to develop higher-yielding and or better-adapted crop varieties, more effective sustainable agronomic practices and water management while preserving and enhancing the natural resource base. The Center does this through research, studies and training in new crop varieties, new technologies, protected agriculture (PA), hydroponics, aquaponics, molecular biology and tissue culture in order to increase the efficiency of crop production systems.

This document represents the policies that all staff members SARSTC must adhere to when working on research, studies and training project proposals. An adequate compliance of each level of an award process is required from all personnel.

Scope

This Policy applies to all staff of the center who are engaged in research, studies or training and to visitors, individuals, collaborators, or agents conducting activities at or outside the center under the center name. All proposals for research, studies and training developed by the Center must comply with the ethics and regulations of the Center. Awarded proposals must comply with all the contractual and regulatory financial terms and conditions of the awardees.

Principles of Ethical Research

1. Project proposals for training, studies and research should be designed, reviewed and approved by the Center to ensure integrity, quality and transparency.
2. The Center expects all staff to maintain high level of ethics when working on a given project.
3. All staff members must be familiarized with the Center's policies before commencing any projects.

4. The Principal Investigator (PI) must ensure that all staff involved in any given project are aware of and comply with the policies of the Center.
5. Scientists/Researchers are required to ensure that their research, studies or training are conducted in accordance with the requirements of the signed project contract with the sponsors.
6. All projects must be conducted according to the environmental laws and regulations of the country.
7. Projects must be executed in a way that ensures energy efficiency and water conservation
8. The staff of the Center must at all times endeavor to avoid conflict of interest. Thus, researchers should refrain from having personal interest, financial or otherwise, direct or indirect, or engaging in any business or transaction or professional activity or incur any obligation of any nature, which is in conflict with the proper discharge of his/her duties at the Center.
9. Personnel hired specifically to work on sponsored projects must be notified at the time of hiring that their services will be terminated at the completion of the agreement or in the event of cancellation of the agreement.
10. Personnel hired specifically to work on sponsored projects must not exceed the duration of the specific funded agreement. The length of the appointment may be extended if approval has been granted for moving the appointment to another active agreement.
11. The Center engages in open consultation processes and encourages staff to be active participants in consultation exercises.
12. The Center encourages open and two-way communication with staff through a wide variety of media.
13. The Center encourages all staff to take an active responsibility for and to participate in their own personal and professional development (PPD), in conjunction with their line manager who has a responsibility to identify PPD needs that support corporate objectives. Managers

are responsible for the facilitation of staffs' PPD both on and off the job and for reviewing their learning in conjunction with their performance.

14. The Center encourages and expects staff to participate in the definition and development of corporate objectives and to subscribe actively in the Center's strategies and goals.
15. Staff of the Center are encouraged to engage in effective team working at all times.

Publications and Intellectual Property Rights:

1. Results of all projects should be disseminated through seminars, publications, journals, reports, or other media
2. All intellectual property created, generated and improved under SARSTC projects may be solely or jointly owned by the center and participating staff members.
3. Specific provisions relating to rights on intellectual property of SARSTC, other collaborating Institutions and sponsors will be included in research or other agreements entered into between the parties.

Sanctions

Any breach of the center policy will be taken extremely seriously, and may result in disciplinary action including proceedings for gross misconduct where the breach is committed by staff member.