

Date: April 26, 2021

Subject: Department of Forest Resources and Environmental Conservation's plan to meet Virginia Tech's *Scholarly Ethics and Integrity* and *Inclusion and Diversity* requirements in graduate education

All graduate students are expected to uphold the [Virginia Tech Principles of Community](#) and the Graduate School's [Expectations for Graduate Education](#). In addition, the university requires explicit training in [scholarly ethics and integrity](#) and [inclusion and diversity](#).

To meet those expectations, the Department of Forest Resources and Environmental Conservation has created the following two classes which will be included in all graduate student Plans of Study:

- FREC 5014: Graduate Student Success in Forest Resources and Environmental Conservation (offered every fall; 1H, 1C)
- FREC 5004: Graduate Seminar (offered every spring; 1H, 1C)

Ideally taken as a sequence in an academic year, the two courses explore the theory and practice of the required elements (below) of scholarly ethics and integrity and inclusion and diversity as they relate to forest resources and environmental conservation.

Any student that is unable to complete these two-courses will need to propose a point-by-point alternative means of meeting the eight university-required training topics (below). Alternative plans can be initiated through an [online form](#) and must be approved by the student's major advisor, the departmental Graduate Affairs Committee, and the department head.

Required topics in [Scholarly Ethics and Integrity](#) training include:

1. plagiarism and other violations of the Graduate Honor Code;
2. proper use of professional conventions in citation of existing research and scholarship, accurate reporting and ownership of findings, and acknowledgement of contributions to the work;
3. ethical standards in teaching, mentoring, and professional activities; and
4. available avenues for reporting alleged misconduct.

Required topics in [Inclusion and Diversity](#) training include:

1. the Virginia Tech Principles of Community as they apply to the valuing of human diversity and inclusion;
2. the impact that personal actions and words have on self, others, and the communities — university, national, and global — in which we live; issues of privilege, bias, power, prejudice, and discrimination; concepts of multiple personal, social, and cultural identities;
3. available avenues of redress and our shared responsibilities as active by-standers; and
4. the process of individual introspection required both to understand one's own forms of implicit or unconscious bias and to create inclusive environments.