

**Guiding Principles  
of the  
Independent Multidisciplinary Science Team  
Adopted June 22, 2006**

The Independent Multidisciplinary Science Team (IMST) developed a list of guiding principles to describe professional responsibilities and expectations of IMST members and technical support staff when working as a team or subcommittee, or when interacting with Oregon Plan state and federal partner agencies, elected officials, members of the public, and other professionals.

1. The IMST will always conduct itself with the highest scientific integrity.
2. The work of the IMST is oriented toward the Oregon Plan for Salmon and Watersheds (Oregon Plan) and other state programs designed to enhance aquatic and watershed systems as outlined in ORS 541.405 and ORS 541.409.
3. The IMST is responsible for making recommendations regarding the implementation of the Oregon Plan to State agencies and entities (e.g., Core Team, legislature).
4. The IMST interprets the word “Independent” in its title to mean that the Team can initiate projects that it deems important for the Oregon Plan as well as accept and respond to requests from the Governor’s Office, Legislature, State agencies, or other groups.
5. The IMST strives to make its activities transparent to agencies, legislators, and the general public.
6. Natural resource management is based on applied and fundamental/basic sciences; therefore the IMST will use all available, valid information and sound professional judgment.
7. The applicability and value of IMST’s guidance to the State requires that the Team examine issues at different spatial and temporal scales.
8. The IMST recognizes and advocates the importance of articulating uncertainties, and the possible consequences of not addressing uncertainties, in the management of natural resources.
9. The IMST recognizes that scientific understanding evolves over time as new information is added.
10. The IMST has the responsibility for assessing State information needs and for advocating the collection of appropriate data to allow the State to better manage, rehabilitate, and protect its natural resources.
11. The IMST has the responsibility of facilitating the State’s efforts to collect, analyze, and integrate data collected and maintained by Oregon Plan partners.

12. IMST products are a result of a Team effort (IMST and support staff). It is most effective when functioning as a Team and each Team member is responsible for insuring that products are effectively conveyed and accurate. IMST members will provide appropriate recognition of staff contributions to written reports including authorship.
13. Team members represent scientific disciplines not personal points of view, employers, political parties, or special interest groups.
14. IMST members have the responsibility of remaining impartial during Team deliberations and product preparation.
15. A strength of the IMST is the integration of various perspectives brought together by the different professional experiences and disciplines represented by Team members.
16. The IMST and its members are willing to admit and correct their mistakes.
17. Team members agree that before they comment, express an opinion, or personally act, they will reflect seriously on the possible impact of that statement or action on the IMST, now and in the future.
18. The IMST recognizes the need to clearly articulate all sides of arguments concerning scientific information and to point out discrepancies among the arguments.
19. Team members will identify their actual or potential conflicts of interest as outlined in the IMST charter.
20. Team members will provide proper credits through citations and acknowledgements of other persons' scientific contributions whether unpublished, or published electronically or on paper. There is zero tolerance of actual or perceived plagiarism<sup>1</sup>.
21. It is Team policy not to release drafts of Team products except for technical review. It is also Team policy to have technical reviews of draft when appropriate.

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<sup>1</sup> Plagiarism means the appropriation of another person's ideas, processes or words without giving appropriate credit. 45 C.F.R. §689.1