

!"#\$%&'()* &
+,\$-".#-/0&1,/2) &

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"#\$%&'()*%# \$+!, '\$-./, '\$-.0!\$%!-.%\$12.-!(!)3%%\$%(!(#.14)%()2!5)66.1.!7)88'2\$(9!)!-.(*8\$2.!3'(#)*%# \$+!32-!(!)+* :.2(!)*!%.%)6:!.13'(#)*%# \$+!-\$%+'(.%;!!<%%'%.%13--*.%%, '\$\$23@#3%!!
#)=!(!)!-(*8\$2.!=#.(#.*!32!\$2-\$-\$-'36>%!7)2(*\$?'(\$2%!=3**32(!3'(#)*%# \$+ @!37A2)=6.-18.2(% @!
)!2)!8.2(\$2; !(

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)*+#%, "-+.%*(

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4)%()2!5)66.1.!\$%!7)88\$((.-!(!).2%*\$21!366!%7#)63*69!32-!*.%.3*7#!+'?6\$73(\$2%!\$2:)6:\$21!
B37'6(9@!%!(3BB!/\$276'-\$21!+)%(-)7%0@!)!%('-.2(% @!\$276'-.!3++*)+\$3(!3(*\$?'(\$2!)B!3'(#)*%# \$+
*.7)12\$(\$2!)B!(#)%!\$2:)6:.-!\$2!(#.=)*A;!!C*)+.*!3(*\$?'(\$2!32-!*7)12\$(\$2!)3*!.7*\$(\$736!(!)
.2%*\$21!(#3(!3'(#)*%# \$+!7*.-\$(!\$%!1\$:.2!=#.2!32-!=#.*!\$(!\$%!'-. @!+* :.2(\$21!3'(#)*%# \$+!-\$%+'(.% @!
32-!+*)8)(\$21!7)663?)*3(\$2!38)21!*%.3*7#. *%;!!(

!

D#.2!-.(*8\$2\$21!3'(#)*%# \$+!3(*\$?'(\$2@!*%.3*7#. *%!%#)'6-!B38\$6\$3*\$E.!(#.8%.6:.%!=\$#!(#.!
+*)B.%%\$)236!2)*8%!32-!%(32-3*-%!B!(#.*\$!373-.8\$7!-\$%7\$+6\$2.!32-!3++69!(#.8!3++*)+\$3(.69;!
F.%3*7#. *%!%#)'6-!36%)!*.1'63*69!7)88'2\$73(!(#)%!.!2)*8%!32-!%(32-3*-%@!3!8\$2\$8'8!=#.2!32!
\$2-\$-\$-'36!G)\$2%13!*.%.3*7#!+*)G.7!(32-!(!.)*382!322'36!?'3%% @!=\$#!366!.8+6)9..% @!B37'6(9@!
%(3BB@!%('-.2(%!32-!)(#.*!\$2-\$-\$-'36%!\$2:)6:.-!\$2!(#.*\$;!%!%.3*7#

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/"+0%#&0.\$(

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H)*!.37#!\$2-\$-\$-'36@!(#.!+*\$:\$6.1.!B!3'(#)*%# \$+!%#)'6-!?!?!?3%.-!)2!3!%\$12\$B\$732(!7)2(*\$?'(\$2!)!
(#.!7)27.+('36\$E3(\$2@!-.%\$12@!.!7'(\$2@!)!\$2(.+*(3(\$2!)B!(#.!*%.3*7#@!3%!=.66!3%!(!)(#!
-*3B(\$21!)!%!'?%(32(\$:.69!*:.\$=\$21!)!*. :.\$%\$21!(#!.*%(\$76#!B*

!

&'(#)*%# \$+!+).(2(\$3669!7)2:.9%!1*.3(!?.2.B\$(U3!7#)*% @!?'(!(\$!36%)!\$2:)6:.%!+.*%)236!
.%+2%\$?\$6\$(9!B)!(#!.*%.3*7#!+'?6\$%#.-;!!<2!(#.!%7#)63*69!3*.23@!3'(#)*%# \$+!36%)!B)*8%!(#!?
B)*!*. =3*-%!32-!73*..*!3-:327.8.2(!<(!\$%!%.%2(\$36!(#3(!3!+.*%)2>%!7)2%.2(!?!)?(3\$2.-!?.B)*!
+637\$21!(#. \$!238.!2!3!96\$2. @!%\$27.!377)'2(3?\$6\$(9!32-!*.%)2%\$?\$6\$(9!B)*!(#.!7)2()*0 -1*(#!7

!"

+?6\$%#.-!) *A!\$%!\$8+6\$.-!=#.2!3'(#)*%#\$+!7*.-\$(!\$%!1\$:.2;!!"#.*.B)*.@\$B!329)2.!\$%!377)*-.-!

/" +0%#&0.\$(:#,'# (

!

L.(.*8\$23(\$2%)BIP6.3-!3'(#)*Q!32-!B7(#)*Q!-\$BB.*!%\$12\$B\$732(69!-.+.2-\$21!)2!(#.!.373-.8\$7!
-\$%7\$+6\$2.;!!5)2%.K'.2(69@!=#.2!83A\$21!P3'(#)*%#\$+!)*.*Q!-.(.*8\$23(\$2%)BIP6.3-!3'(#)*Q!
.B.!(!#.!+*)B.%%\$)236!2)*8%!32-!%(32-3*-%!)B!(#..\$!373-.8\$23(\$2%)BIP6.3-!3'(#)*Q!
.K'\$.8.2(%!B*)8!(#.!.%.3*7#G)*236!\$2!=#\$7#!(#.9!#)+.!'?6\$%#!)*!(#.!.%+)2%)*!B!(#.!.%.3*7#!
\$2:)6:-;!!<2!(#.!.2(!)B!3!%\$('3(\$2!\$2!=#\$7#!3'(#)*%#\$+!)*.*!7322)(!?.!-.(.*8\$2.-@!(#.!.7)
3'(#)*%!%#)'6-!7)2(37(!#.\$!*%.+.7(\$.:B*(8.2(!7#3\$*)!*!3%%)7\$3(!.%.3*7#!-.32!B)*!3%%\$%(327.!:!

!

;%* <" +0%#(=%*+#. >"+%#&

!

<2-\$:-'36%#)%!.7)2(*\$?('\$2%!)2)(!G'(%\$B9!3'(#)*%#\$+!)2!(#.!.3B)*.8.2(\$2.-!7*\$(*\$3
7)'6-!%(\$6637A2)=6.-1.-!\$2-\$:-'3669!)!3%!3!1*)+'!2-.*!3!%\$216.!#3-\$21!/.;1;!R56\$2\$736!
<2:..%(\$13()*%R!)!RC3*(\$7\$+3(\$21!<2:..%(\$13()*%R0@!32-!(#..\$!7)2(1\$2(\$B\$!-/;1;@!
R%.*.-!3%!%7\$.2(\$B\$7!3-.\$%)*%@R!R7*\$(\$73669!*.:\$.=-(#!%('9!+*)+)%36@R!R7)66.7(-!3(3@R
R+*):\$.-!32-!73*.-!B)*!%('9!+3(\$2(%@R!R+3*(\$7\$+3(-!\$2!=\$(\$21!)*!(.7#2\$736!-\$(\$21!)B!(#.!
832'%7*\$+(R0;

!

SI38+6.%)B!37(\$:\$(\$%!(#3(!36)2.!-!)2)(!K'36\$B9!3!7)2(*\$?')*!B)*!3'(#)*%#\$+!\$276'-.@!?'(!3*!.2)(!
6\$8\$(-!)M!37K'\$%\$(\$2!)B!B'2-\$21T!1.2.*36!%'+.*:\$%\$2!)B!3!*.%.3*7#!1*)+'!1.2.*36!
3-8\$2\$%(*3(\$:!.%++)*(T!32-!=\$22%\$%(327.@!(.7#2\$736!-\$(\$21@!6321'31!.-(\$21@!32-!
+*))B*.3-\$21!

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?9%725(%@(2*/" +0%#

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"#.!.7\$%\$2)!*.8):.!32!3'(#)*! +*\$)*!(!+!'?6\$73(\$2K*\$*.%!73*.B'6!7)2%\$-.*3(\$2!32-!
3-#.*.27!(!).(\$736!%(32-3*-%(\$!%!*7)88.2-!(!#3(!7)B'(#)*%!*.:\$=!(#.!.3'(#)*%#\$+!7*\$(*\$3!
%(3(-!\$2!(\$%\$!.\$2!)*.*!(!7)2B*\$8!.37#!\$2-\$:-'36!#3%@!)!#3%2)(@!%3(\$%B\$.-!37#!7*\$(*\$)2;!!<
3!-.7\$%\$2!\$%!83-!(!)*.8):.!32!3'(#)*@!366!3'(#)*%!%#)'6-!7)2%.2(!\$2!=\$(\$21!)(#3(!*.8):36@!
\$276'-\$21!(#.!.176'-.!3'(#)* \$;!!U+)2!31*..8.2(@!3'(#)*%!%#)'6-!38.2-!(!#3'(#)*!6\$%(!32-!
7)2(*\$?')*!-(3\$6%!3%!2.-.!:!

!

&29!-\$%+('%)!*\$-\$%31*..8.2(%!38)2!B7(#)*%!*13*-\$21!3'(#)*%#\$+):36%P%#)'6-!?!
3--.*%.-!79!(#.!.%.+.7(\$:!.+3*(8.2(!7#3\$*)!*!3%%)7\$3(!.%.3*7#!-.32;!!<2!%7#!32!B)2%(327.@!
3'(#)*%!%#)'6-!+63\$2#.*.3%)2!B)*!*.8):\$21!32!3'(#)*!32-!+*):\$-!3!-(3\$6.-G%(\$B\$736)2
(#3(!-.7\$%\$2!36)21!=\$(#!%++)*(\$21!)-7'8.2(3B)3++6\$73?6.;!!

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\$!L)1,*#!(,11%0)75#)(\$TIP*97W1!7;!11%0)75!*\$%&'(.10(7,U!LR<N!
)00\$#TVV\$%&'(.10(7,*0)(. #275:V#(0*#V+*;1%0V;('*#V#0)76#1\$*75!\$%&'(.10(7)7\$*H7J.)1502\$+!

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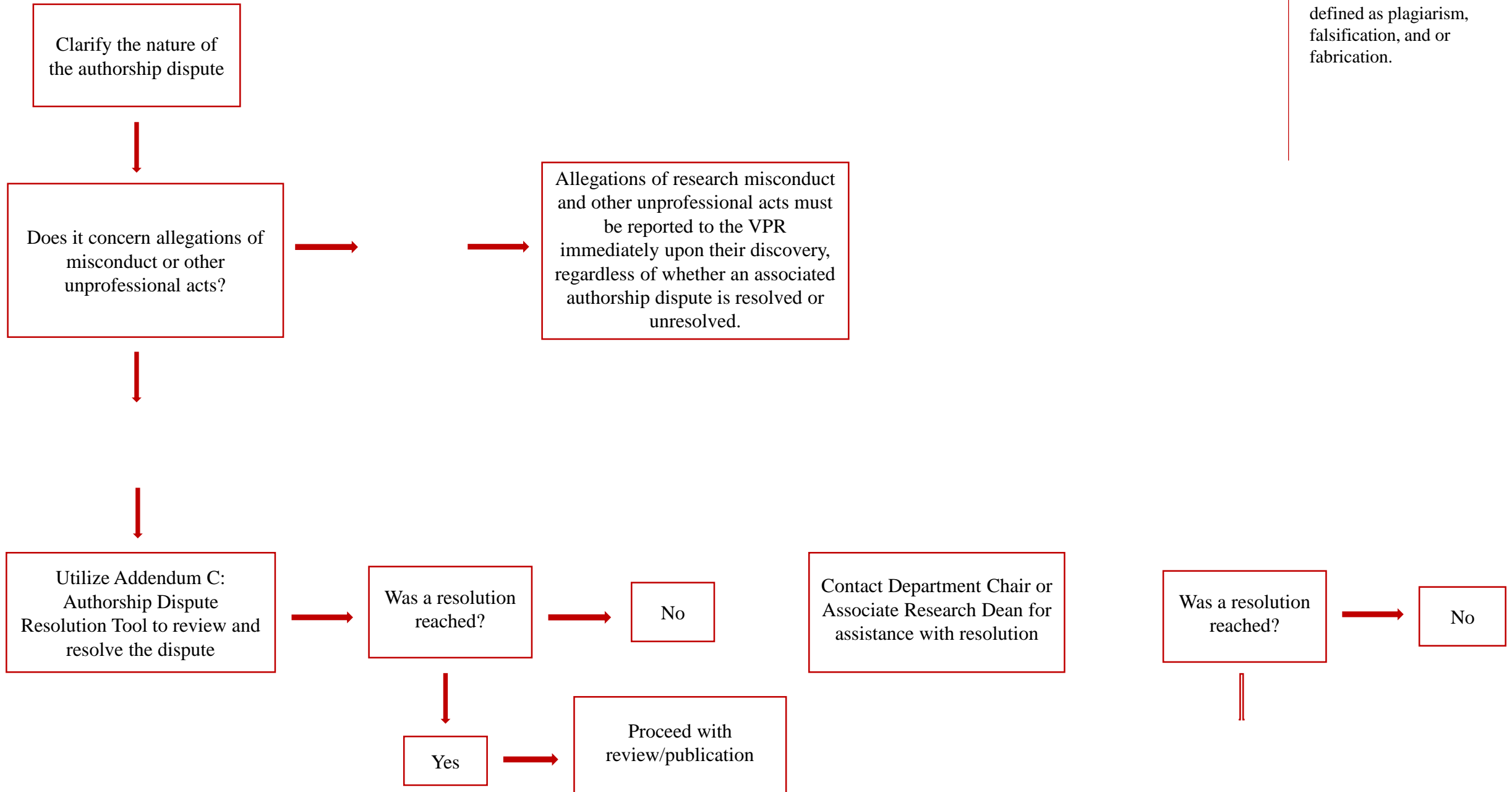
Addendum A: Authorship Agreement Flow Chart

Establish Authorship
Agreement written by

Addendum B: Authorship Dispute Resolution Flow Chart

*Notes

Research misconduct is defined as plagiarism, falsification, and or fabrication.



! "#\$%&'()! %*+, -./0' 1/.0%*#' 2#. ,3%*/ , \$'4 , ,3'

!"#\$%&'&' "\$()#*"+\$%(-./#0.-/+&1#\$.-#\$(2#.-#"&"0&0#\$(#*--.-#&,-&* ,3%#&* 4#4 & 4 5&,-#\$(# ,&-(2'&#%�.-/+&#.#*33(,0*"3.\$%#%#.-#7+.0&#*"0\$%&#* //2.3*52�.-3./2."&8#!"#%&#&'&' "\$%\$*#\$*# ,&-(2+\$.("#3*"(\$#5&#,&*3%&01#.#6.22#&*"52&#%&#/* ,.&-#\$(#(5\$*."#3,.\$3*2#.) (,4*\$.("#/.,.(,#\$(# 3("\$*3\$. "7#%�&* "8##

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!"#\$%#+(%)#(#+,4('%,-%\$', '(% : ',% : ,+; (/%,)%"&'%.+,6(1\$<: "('\$'+%,+%) ,%'\$(5#+(1*+)(45% /('1+&7(/%#'#)%"#*\$', +=0

!"',%#9,) 2%"&'4&'\$9(('\$%"(%,*+1+&\$(+&#-,-+%"#*\$',+'&.#'%'&/())\$&-(/%75%"(>,'\$,) %? ,44(2(% @*\$',+'&.#A*%/0%

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B, ('%"(%. *74&1#\$\$,) %&) 8,48(%#*\$',+'%+ ,9%/&--(+())\$'1", ,4'CN/(.#+\$9())\$'CN,+%#1#/(9&1%/&'1&.4&)'(%\$>,'\$,) %? ,44(2(0%#D-' ,CN/,%"('1", ,4'CN/(.#+\$9())\$'CN,+%#1#/(9&1%/&'1&.4&)'("%'#8(%/&--(+())\$% .+,-('&,) #4%) ,+9'%) /%'#) /#+/'%,+%#*\$',+'&.#/&' .*(#+(' ,4*\$&,) % .+,1('('0%

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