

Assessment, Personal Reliability & Culture of Responsibility

Panel V

**NSABB Public Consultation
Bethesda, MD
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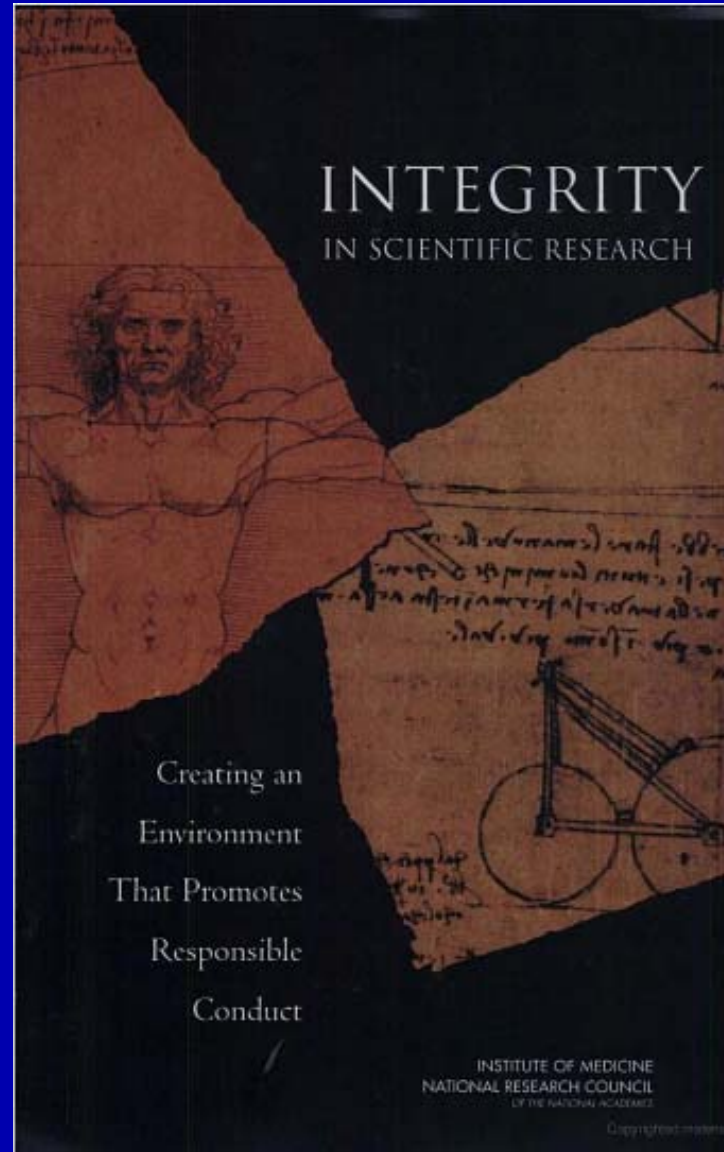
THE NATIONAL ACADEMIES

Institute of Medicine

Committee on Assessing Integrity in Research Environments

Statement of Task

The Institute of Medicine (IOM) and the National Research Council (NRC) will establish a committee to address the expressed need of the Department of Health and Human Services for a means of tracking the state of integrity in the research environment. The committee will (1) define the concept “research integrity”, (2) describe and define the concept “research environment”, (3) **identify elements of the research environment that promote research integrity**, (4) **indicate how the elements may be measured**, (5) suggest appropriate methodology for collecting the data, (6) **cite appropriate outcome measures**, (7) **make recommendations regarding adoption and implementation** by research institutions, government agencies, scientific societies, and others (as appropriate) **of those identified elements of the research environment that promote research integrity**, and (8) convene a public meeting to discuss the IOM report, recommendations, and potential strategies for implementation.



No established measures for assessing integrity in the research environment

“Thus, the committee drew on more general theoretical and research literature to inform its discussion. Relevant literature was found in the areas of organizational behavior and processes, ethical cultures and climate, moral development, adult learning and educational practices, and professional socialization.”

- Culture—Organizational values, norms, beliefs, and assumptions that define an organization (e.g., service, helping, spiritual, commercial), or some specific subculture (e.g., division, department, laboratory).
- Climate—Members' shared perceptions of organizational policies, procedures/rules, rewards, and sanctions, both formal and informal, ethically relevant to them based on their experiences. How they interpret the gestalt of an organization.
- Both culture and climate help members make sense of what goes on and what is expected of them in an organization. They are complementary to one another, overlap in some instances, and are distinct in others. Climate is embedded in culture and probably more amendable to change than culture.

What research* tells us...

- Work climate, and members' perception of it, "are critical determinants of individual attitudes and behavior in organizations."
- Culture affects the operational aspects of climate (e.g., attitudes, behavior and motivations).
- Organization's "culture and climate are especially influential determinants of ethical conduct in organizations."
- An organization's culture has a "profound impact on pressure, misconduct, reporting, and retaliation" as experienced by members of an organization.
- "Research in organizational behavior indicates that the ethical...climate of an institution can either inhibit or promote the responsible conduct of research." (IOM Report)

*Based on studies in fields such as management, psychology, business ethics, organizational development.

Discussion questions:

-How can we evaluate the effectiveness and impacts of practices aimed at enhancing personnel reliability and the culture of responsibility?

- Are there lessons learned from other arenas that have had similar challenges?

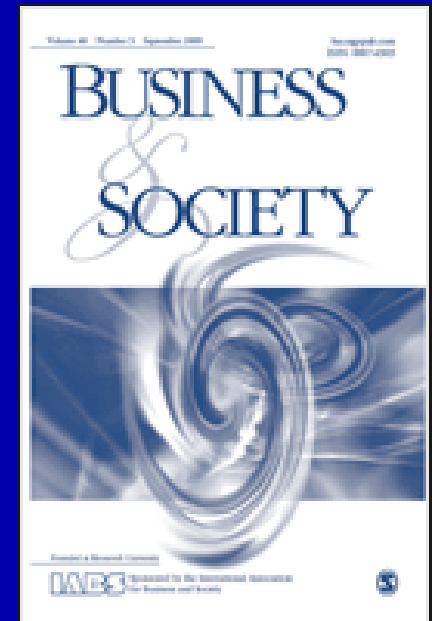
***Business & Society* June 2010 vol. 49(2): 345-358**

Conceptualizing and Measuring Ethical Work

***Climate Development and Validation of the
Ethical Climate Index***

Anke Arnaud

Embry-Riddle Aeronautical University





2009 NATIONAL BUSINESS ETHICS SURVEY

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KEY FINDINGS

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NBES DOWNLOADS

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Center for Academic Integrity

Assessment Guide

The Academic Integrity Assessment Guide is the most powerful tool to assist colleges, universities, and secondary schools to [assess the climate of academic integrity on their campuses](#). The guide will help your institution:

- Evaluate its current academic integrity programs and policies
- Assess campus attitudes and conduct in the classroom, the lab, and the exam room.
- Identify areas — from sanctions to educational programs — that need strengthening
- Develop specific plans for improving the adherence to standards of academic honesty.
- Give prominence to a dialogue about academic integrity on your campus.
- Increase the awareness of academic integrity issues among faculty, students, and administrators.

Academic integrity is a fundamental value of teaching, learning and scholarship. Yet there is growing evidence that students are cheating and plagiarizing in record numbers. The Academic Integrity Assessment Guide will help your college or university address this critical issue in a proactive and constructive way.



[Journal of Empirical Research on Human Research Ethics](#)
December 2007, Vol. 2, No. 4, Pages 35–52; Posted online
on December 3, 2007.

Content Validation of the Organizational Climate for Research Integrity (OCRI) Survey*

**Carol R. Thrush, Jim Vander Putten, Carla Gene Rapp, L. Carolyn Pearson,
Katherine Simms Berry and Patricia S. O'Sullivan**

***Now referred to as the Survey of Responsible Research Practices**

Metrics Assessing a Culture/Climate of Responsible Research

- Unit of analysis (e.g., research team, laboratory, department, school, organization, some combination of the aforementioned)?
- Documentation & Perception

Metric: Reporting, including self-reporting, of violation

Metric: Response to report of violation

Metric: Options for understanding professional responsibilities and seeking ethics guidance

Metric: Risk assessment

Metric: Resource allocation for fulfilling professional responsibilities

Metric: Leadership support for “doing the right thing”

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