ACADEMIC INTEGRITY: MUCH MORE THAN RESEARCH INTEGRITY

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CENTRAL QUESTIONS/TOPICS ADDRESSED

1 What is integrity about?

2 What types of integrity violations are relevant?

3 What violations are encountered in academia? In comparison with other public organizations?

4 What moral values do really matter at the university?

5 Conclusion/reflection

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APPROACHES TOWARDS INTEGRITY

1 Integrity as **wholeness** (consistency, coherence, correspondence)
2 Integrity as integrated in the **environment**
3 Integrity as **professional responsibility**
4 Integrity as conscious open acting based on **moral reflection**
5 Integrity as a (**number of**) **value(s)** incl. incorruptibility
6 Integrity as accordance with **laws and codes**
7 **Integrity as accordance with relevant moral values and norms**
8 Integrity as **exemplary** moral behavior

(source: Huberts, 2014)

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TYPOLOGY OF INTEGRITY VIOLATIONS

1. *Corruption*
   bribing, 'kickbacks, nepotism, cronyism, patronage (money, 'cemetery and doctors', family (and friends), friends, party friends)
2. *Theft and fraud*
   improper private gain acquired from the organization (no involvement of external actors)
3. *Conflict of interest: gifts, assets*
   personal interest (through assets, jobs, gifts etc.) interferes (/might interfere) with public interest (because of what you have (property, assets) or get (gifts, discounts))
4. *Conflict of interest: jobs and activities*
   because of what you do (outside the organization)

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TYPOLOGY OF INTEGRITY VIOLATIONS

5.   *Improper use of authority*
     using the power in an improper way or for the wrong purposes
6.   *Abuse and manipulation of information*
     lying, cheating, manipulating information, breaching confidentiality of information
7.   *Ill-treatment of citizens, customers or colleagues*
     discrimination, sexual harassment, other indecent treatment
8.   *Waste and abuse of organizational resources*
     e.g., work avoidance, spoiling resources, waste
9.   *Private time misconduct*
     e.g., domestic violence, drunken driving, private crime, etc.

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THERE IS MUCH MORE THAN 'STAPEL-FRAUD'

Main points:

1 <u>academic integrity is about much more than plagiarism, data management and sloppy science</u>. It is about:
- *all* the mentioned integrity violations
- often not good versus bad, many value judgments, grey areas, dillemas.

2 <u>academic integrity concerns the whole academic community: research, education, organization, management</u>

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EXAMPLES

Examples in PhD supervision:
-Power relations PhD supervisor – PhD (own student)
-Which names on a publication?
-Inappropriate behavior/sexual harassment

Examples in education (De Graaf et al. 2014): examples range from adjusting grades to giving out diplomas unfairly. Also meant to improve results or to increase the number of students who pass.
Also: violations by students (fraud, cheating, plagiarism, intimidation). And dilemmas of teachers on reporting or not.

Examples organization/management: (support) staff experiencing favoritism by management; support staff signaling corruption and abuse of information.

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RECENT SURVEY IN THE VU GAMMA DOMAIN

-Dilemma's whether to pass Ma thesis as second reader when in doubt of its quality (19), because:

- -consequences for (nice) colleague (9)
- -thesis was badly supervised (3)
- -consequences for the student (2)
- -sickness/ personal circumstances student (2)
- -pressure by first reader "who is also supervisor of my PhD thesis" (1)
- -having to grade the second version during the holidays (1)

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UNIVERSITY AND PUBLIC ORGANIZATIONS: VIOLATIONS

Encountered Integrity Violations	Civil servants (N = 2035)	VU (N=193-198)
Inappropriate behavior, discrimination and/or intimidation of colleagues or others (VU survey: included students)	1	1
Abuse of power (of various kinds)	3	2
Waste of resources or breach of contract	2	3
Fraud or theft of the organization	5	4
Conflict between job appointment and ancillary position	4	5
Abuse of (access to) confidential information	6	6
Misconduct outside work	7	7
Corruption or bribing by third parties	8	8

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UNIVERSITY: SHARED VALUES MATTER

	How important is this value is for your work?			
	Scientific staff	M	Support staff	M
1	Professionality	4,57	Openness	4,59
2	Integrity	4,53	Professionality	4,44
3	Openness	4,46	Accountability	4,41
4	Accountability	4,44	Equality	4,41
5	Equality	4,36	Integrity	4,41
6	Lawfulness	4,34	Participation	4,37
7	Effectiveness	4,27	Effectiveness	4,22
8	Participation	4,10	Lawfulness	4,15
9	Legitimacy	3,92	Legitimacy	4,04
10	Efficiency	3,80	Efficiency	3,96

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SOME OBSERVATIONS FOR REFLECTION

1. It is important to be clear on 'integrity' and 'integrity violations', central concepts in our research/reflection on research and academic integrity
2. A variety of integrity violations are encountered by all staff/employees at the university (in research, education, organization/management)
3. These violations are broader and more diverse then often acknowledged
4. The integrity problems of the academic community seem comparable to other (public) organizations
5. The values that are important are shared by the academic community
6. This brings about a challenging agenda of combining research on what matters, what goes wrong ánd what helps, with a focus on 'academic integrity' beyond 'research integrity' and relating multi-disciplinary and multi-sector insights on our topic.

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