

# EU – UKRAINE DIALOGUE AND COLLABORATION ON ESTABLISHING AND NURTURING A CULTURE OF ACADEMIC INTEGRITY

A proposed framework for  
supporting the building of  
democracy in Ukraine

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September 19, 2016, Athens, Greece



# OUTLINE

- ◉ Why this topic?
- ◉ What has occurred so far?
- ◉ What do we know from previous research?
- ◉ Discussion: How can we approach education for integrity, moral character, and democracy?

# EDUCATION FOR DEMOCRACY IN EU

## "Human Rights and Democracy in Action" Pilot Projects Scheme

The screenshot shows the Council of Europe website for Education for Democratic Citizenship and Human Rights Education (EDC/HRE). The header features the Council of Europe logo and the title "Education for Democratic Citizenship and Human Rights Education (EDC/HRE)". A navigation menu includes "Home", "News", "Who we are", "What we do", "Resources", and "Multimedia". Below the header, a social media sidebar lists icons for Twitter, Facebook, YouTube, LinkedIn, and Email. The main content area features a large banner with a cartoon illustration of diverse characters holding signs that say "Live in peace", "Value diversity", "Respect human dignity", "Give everybody equal chances", "Include everybody", and "Participate in decisions". To the right of the illustration is a dark blue box with the text "Call for Projects on Citizenship and Human Rights Education" and "STRASBOURG | 31<sup>ST</sup> JULY 2016". Below this is a smaller text block: "This call for proposals will support projects designed to contribute to the sustainable...". To the right of the banner is a circular graphic with a yellow background and a blue border, containing various icons representing different aspects of education and human rights. Below the banner is a "See all news" link. To the right of the banner is a "You Tube" icon with the text "Watch our videos". Below the banner are three main content blocks: "Charter on Education for Democratic Citizenship and Human Rights Education", "Charter for All", and "Educational game about European values". The "Charter on Education for Democratic Citizenship and Human Rights Education" block contains the text: "Education plays an essential role in the promotion of the core values of the Council of Europe: democracy, human rights and the rule of law, as well as in the". The "Charter for All" block contains the text: "Democracy and Human Rights Start with Us - Charter for All explains the Council". The "Educational game about European values" block contains the text: "Educational game about European values" and a small image of the game cover.

COUNCIL OF EUROPE

Education for Democratic Citizenship and Human Rights Education (EDC/HRE)

Home News Who we are What we do Resources Multimedia

You are here: EDC/HRE Home

Twitter Facebook YouTube LinkedIn Email

Live in peace Value diversity Respect human dignity Give everybody equal chances Include everybody Participate in decisions

Call for Projects on Citizenship and Human Rights Education

STRASBOURG | 31<sup>ST</sup> JULY 2016

This call for proposals will support projects designed to contribute to the sustainable...

See all news

You Tube Watch our videos

LATEST UPDATES

Charter on Education for Democratic Citizenship and Human Rights Education

Education plays an essential role in the promotion of the core values of the Council of Europe: democracy, human rights and the rule of law, as well as in the

Charter for All

Democracy and Human Rights Start with Us - Charter for All explains the Council

Educational game about European values

# COMPETENCIES FOR DEMOCRATIC CULTURE

## COMPETENCES FOR DEMOCRATIC CULTURE

Living together as equals  
in culturally diverse  
democratic societies



The Council of Europe:

- Developing a Reference Framework of Competencies for Democratic Culture
- For use throughout Europe in
  - primary schools
  - secondary schools
  - higher education
  - vocational training institutions
  - national curricula
  - teaching programmes

[http://www.coe.int/t/dg4/education/competences\\_en.asp](http://www.coe.int/t/dg4/education/competences_en.asp)

COUNCIL OF EUROPE



# COMPETENCIES FOR DEMOCRATIC CULTURE

## Values

- Valuing human dignity and human rights
- Valuing cultural diversity
- Valuing democracy, justice, fairness, equality and the rule of law

## Attitudes

- Openness to cultural otherness and to other beliefs, world views and practices
- Respect
- Civic-mindedness
- Responsibility
- Self-efficacy
- Tolerance of ambiguity

## Competence

- Autonomous learning skills
- Analytical and critical thinking skills
- Skills of listening and observing
- Empathy
- Flexibility and adaptability
- Linguistic, communicative and plurilingual skills
- Co-operation skills
- Conflict-resolution skills

## Skills

- Knowledge and critical understanding of the self
- Knowledge and critical understanding of language and communication
- Knowledge and critical understanding of the world: politics, law, human rights, culture, cultures, religions, history, media, economies, environment, sustainability

## Knowledge and critical understanding

# EUROPEAN NETWORK FOR ACADEMIC INTEGRITY (ENAI)

- 2010–2013: Impact of Policies for Plagiarism in Higher Education across Europe (IPPHEAE)
- Oct. 2016–2019: European Network for Academic Integrity (ENAI)



Dita Dlabolová & Tomáš Foltýnek, *European Network for Academic Integrity*, Presentation at the International Conference on Academic Integrity, February 2016, New Mexico, USA

# ACADEMIC INTEGRITY AND BUILDING DEMOCRACY IN UKRAINE

# NATIONAL UNIVERSITY KYIV MOHYLA ACADEMY (NAUKMA)



- ◉ Established in 1615 and reestablished in 1991 as a public liberal arts university
- ◉ First in Ukraine to offer own undergraduate through doctoral degrees
- ◉ First to offer degrees as majors and minors
- ◉ Western-type higher education institution with unique policies and systems to promote academic integrity



# UKRAINIAN CATHOLIC UNIVERSITY: EDUCATING A NEW GENERATION FOR THE NEW UKRAINE

“We are currently entering a phase in our country, when we begin to realize that Ukraine’s future in general and of the entire region will be determined in its universities.”

Volodymyr Turchynovsky

Director International Institute for Ethics and Contemporary Issues at UCU

“Here, in UCU, we emphasize that our main task is to educate a free human person. To be free means to be open and receptive to gifts [one’s God-given aptitudes and abilities], love, sacrifice, solidarity, dignity of others, values, to God, truth, and work.”

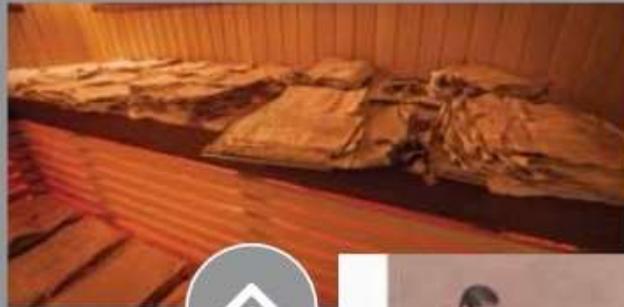
# UCU PROMOTES VALUES OF HONESTY AND INTEGRITY, SOLIDARITY, AND RESPECT FOR HUMAN DIGNITY



- ◉ In December 2013, UCU declared civic disobedience to the former president of Ukraine Yanukovich and his corrupt government.
- ◉ In 2012–2015, UCU was part of the Institute on Governance and Integrity, a partnership of Netherlands and the City of Lviv aimed at increasing integrity of the public servants.
- ◉ In 2011–14, UCU participated in the Tempus Project “Towards Trust in Quality Assurance Systems of Higher Education.”
- ◉ In 2012, UCU facilitated a project with Ukrainian and Polish participants, “From the University Autonomy and Academic Ethics to the Corruption-Free Society.”
- ◉ In 2005, UCU was one of the founders of the Consortium of Ukrainian Universities for University Autonomy, promoting higher education reform.



# UCU STUDENTS AND GRADUATES WERE VOLUNTEERS ON LVIV AND KYIV EUROMAIDANS



**Natalia Yeromenko** helped scan and dry documents which ex-president Viktor Yanukovich tried to destroy as he abandoned Mezhyhiria.



**Pavlo Didula**, a member of the 15th division of Maidan Self-Defense, participated in the protests in Kyiv on February 18.



**Oksana Piddubna** worked as a journalist of the British news agency Reuters on the Euromaidan.

**Vasylyna Duman** was responsible for the creative department of the Civil Sector of the Euromaidan.



# STRENGTHENING ACADEMIC INTEGRITY IN UKRAINE PROJECT



Project goals:

- To facilitate the transformation of Ukraine's undergraduate educational system
- To effect positive change in Ukrainian society by facilitating the education of quality university graduates

# TEN PARTICIPATING UNIVERSITIES

- ◉ Donetsk National University (Vinnitsa)
- ◉ Lutsk National Technical University (Lutsk)
- ◉ Ternopil National Economic University (Ternopil)
- ◉ Izmail State Humanitarian University (Izmail)
- ◉ Sumy State University (Sumy)
- ◉ Kharkiv Vasyl Karazin National University (Kharkiv)
- ◉ Ternopil Ivan Horbachevsky State Medical University (Ternopil)
- ◉ Zaporizhzhya State University (Zaporizhzhya)
- ◉ The Institute of International Relation of Kyiv Taras Shevchenko National University (Kyiv)
- ◉ Odesa Ilya Mechnikov National University (Odesa).

# TRANSPARENCY RANKING OF UKRAINIAN UNIVERSITIES

Рейтинг прозорості 2016

CEDOS  
ANALITICHNYI CENTR



## CEDOS | Рейтинг прозорості університетів

Рейтинг прозорості університетів є одним із багатьох механізмів забезпечення якості вищої освіти. Ми показуємо, наскільки університети готові бути відкритими та інформувати власних студентів і викладачів, а також широку громадськість,...

[CEDOS.ORG.UA](http://CEDOS.ORG.UA)

Source: <http://www.cedos.org.ua/uk/ranking-16>

[https://www.facebook.com/CEDOS.org.ua/?hc\\_ref=PAGES\\_TIMELINE&fref=nf](https://www.facebook.com/CEDOS.org.ua/?hc_ref=PAGES_TIMELINE&fref=nf)

# CREATION OF NATIONAL REPOSITORY OF ACADEMIC TEXTS

- ◉ Decision: July 22, 2016, Ministry of Education and Science
- ◉ Cloud-based system
- ◉ A partnership between the Government of Ukraine and Microsoft corporation
- ◉ Free to Ukrainian higher education institutions
- ◉ Ministry of Education pays upfront development costs and monthly maintenance/management fees

Source: <http://mon.gov.ua/usi-novivni/novini/2016/07/22/v-ukrayini-vpershe-bude-stvoreno-naczialnij-repozitari/>

# NATIONAL AGENCY FOR HIGHER EDUCATION QUALITY ASSURANCE



## Уряд призначив керівника секретаріату Національного агентства із забезпечення якості вищої освіти

31-08-16, 17:35 / КАТЕГОРІЯ: НОВИНИ



Сьогодні, 31 серпня, Кабінет Міністрів України прийняв постанову, якою призначив Сергія Храпатога керівником секретаріату Національного агентства із забезпечення якості вищої освіти.

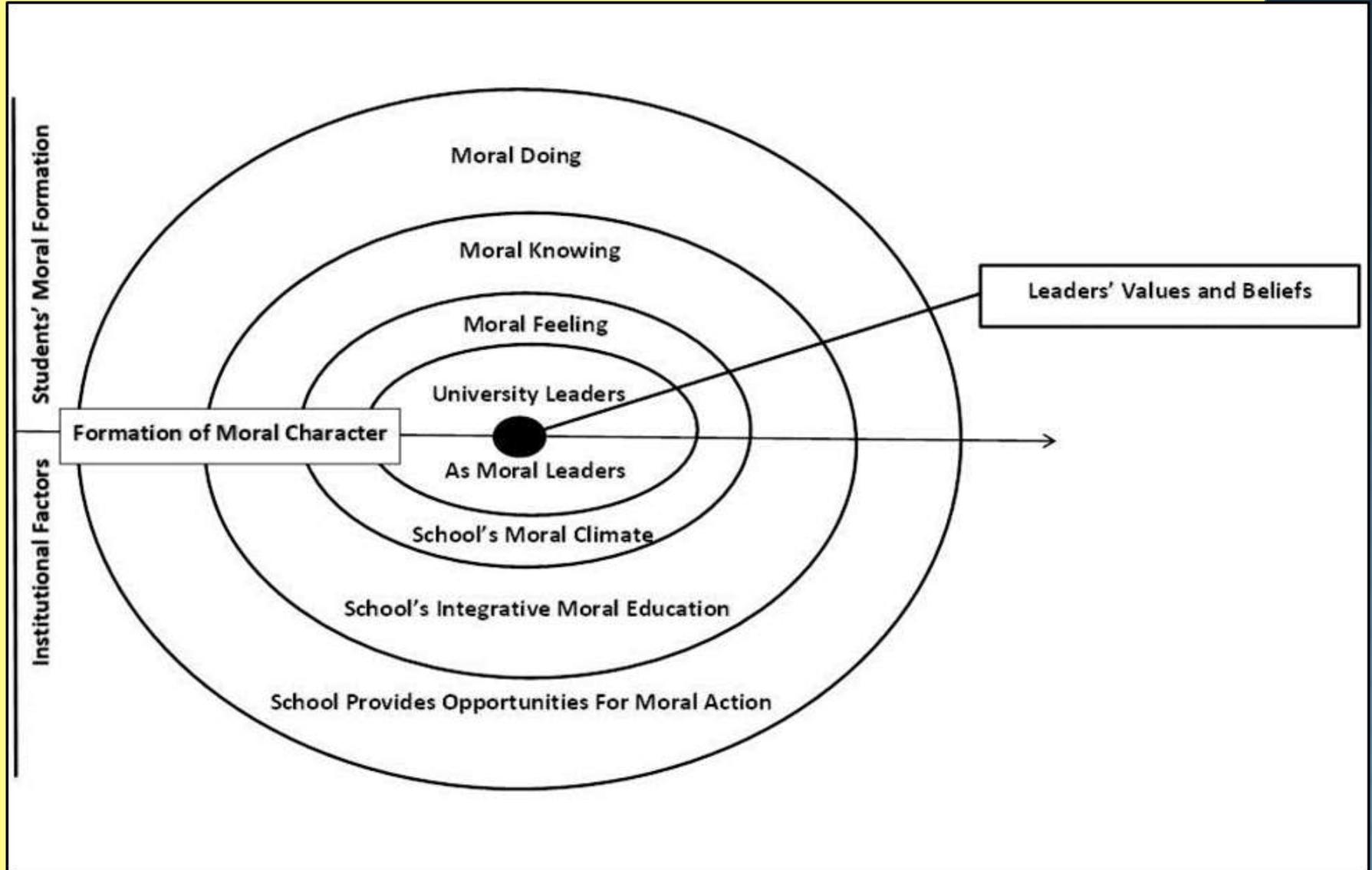
Новопризначений керівник секретаріату, який був обраний членом Нацагенства, вже зараз розпочне роботу та займатиметься вирішенням усіх юридичних питань, пов'язаних зі створенням юридичної особи "Національне агенство із забезпечення якості вищої освіти".

"Наша головна мета – в законний спосіб розпочати роботу Національного агентства із забезпечення якості вищої освіти. Сьогодні Уряд ухвалив необхідні рішення, тому ми зможемо планомірно запустити роботу Нацагенства у вересні", - зазначила Міністр освіти і науки України Лілія Гриневич.

# RELEVANT PREVIOUS RESEARCH

- ◉ Student moral development and character education
- ◉ Management, HR, post-graduation employee engagement
- ◉ Higher education management and leadership; faculty and staff satisfaction

# MORAL AND CIVIC FORMATION IN UNIVERSITIES



# GALLUP RESEARCH ON MILLENNIALS' WORKPLACE ENGAGEMENT AND UNIVERSITY

- ◉ 71% of Millennials Are Either Not Engaged or Actively Disengaged at Work
- ◉ 87% - want jobs to be development opportunities
- ◉ Strengths-based development and Well-Being University

# HIGHER EDUCATION EXPERIENCE AND ALUMNI ATTACHMENT

- A 2016 study by Dennis, Savvas Papagiannidis, Almanos, and Bourlakis examined emotional attachment to the university.
  - Multiple factors influence attachment formation, but once formed, the students will remain emotionally attached to their alma mater
  - Meaningful connection to the institution affects satisfaction, trust, attachment
    - “HEIs should aim to differentiate themselves by creating and nurturing relationships in novel ways with students, alumni, and other stakeholders”.  
<http://www.sciencedirect.com/science/article/pii/S0148296316000333>
- Gallup-Purdue Index - graduate emotional attachment to their university
  - Only 18% feel emotional attachment to their alma mater
  - Six experiences are key - three in the areas of support and three in learning experiences. Only 3% experienced all six:
    - “Having professors who made them excited about learning and cared about them as people;
    - Having a mentor who encouraged them to pursue their goals and dreams;
    - Working on a long-term project;
    - Taking part in an internship or job during which they applied what they were learning in the classroom; and
    - Being extremely active in extracurricular activities and organizations in college.”

# TALENT MANAGEMENT CHALLENGES IN HIGHER EDUCATION

- ⦿ Performance management in a regulated environment
- ⦿ Identification and development of future leaders
- ⦿ Transitioning and development of senior leaders

Source: <https://www.cebglobal.com/content/dam/cebglobal/us/EN/best-practices-decision-support/human-resources/pdfs/ceb-evolving-talent-management-in-higher-education.pdf>

# UNIVERSITY LEADERS MATTER

They are in a position to:

- Create environment, policies, and culture that promotes education for moral character and engaged citizenship
- Create HR systems, policies, and culture that promotes employee (faculty and staff) engagement
  - Engaged employees will be likely to invest in students
  - Students develop meaningful attachment to the institution and become engaged alumni AND contributors to democratic society

DISCUSSION:  
DEVELOPING UNIVERSITY  
LEADERS AS AGENTS OF  
EDUCATION FOR INTEGRITY  
AND DEMOCRACY

# STRATEGIC COLLABORATION THROUGH CREATION OF A VIBRANT COMMUNITY OF PRACTICE

- ◉ Development of a national network of academic leaders and educational administrators
- ◉ Investment in faculty and administrator leadership development in pedagogical institutes and other schools of education (pre-service K-12 capacity building)
- ◉ Active participation in and collaboration with European Network for Academic Integrity
- ◉ Leveraging membership and active participation in the Council on Higher Education Accreditation's International Quality Assurance Group (CHEA-IQAG)

# PROGRAMMATIC COLLABORATION

- Development and utilization of (1) leadership mentoring and coaching programs, (2) awards and recognition programs focusing on ethical leadership, and (3) reflective practitioner and community of practice models
- Participation in ENAI and ICAI conferences
  - Perhaps adding a practitioner track and integrating research and practice of ethical leadership and academic integrity
- Utilization of national professional development and certification frameworks
- National and regional events to include K–16 institutions, governments, and employers
  - National Integrity Week
  - Integrity Run/Festival
- Development of collaborative projects under Council of Europe Education for Democratic Citizenship and Human Rights, Horizon 2020, and Erasmus+ programs

# ROUND TABLE DISCUSSION



Image source: <http://www.thesierraleonetelegraph.com/?p=9268>

# Advisory Statement for Effective International Practice

Combatting Corruption and Enhancing Integrity:  
A Contemporary Challenge for the Quality and  
Credibility of Higher Education



United Nations  
Educational, Scientific and  
Cultural Organization



International Institute  
for Educational Planning



July 2016