

work. study. play. with integrity.

» the road to success is

paved with integrity

respect

responsibility

trust

fairness

honesty



uwaterloo.ca/academic-integrity



UNIVERSITY OF
WATERLOO

BACKGROUND

Office of Academic Integrity's (OAI) mission has expanded beyond academic integrity and its focus on students

- » Idea was born during an Organizational & Human Development (OHD) bookshop
- » Workshop was co-developed with OHD & OAI
- » Integrity Matters became a regular OHD offering in Fall 2013 and is usually offered twice a term
- » It is now one of four core workshops that all staff members are 'encouraged' to take within their first year of employment with the university

CORE VALUE

Integrity is one of the University of Waterloo's core values and it is emphasized in its Strategic Plan

- » Want to embed integrity at all levels across campus
- » To achieve this, we will raise awareness of the behaviours that demonstrate integrity
- » UW is at the forefront in developing a culture of integrity

LEARNING OUTCOMES

- » Increase knowledge and awareness of workplace and personal integrity
- » Develop skills to promote integrity in the workplace
- » Communicate and interpret personal mission statement of integrity

INTEGRITY & YOU

- What words or phrases come to mind when you think about integrity?
- What does integrity mean to you?
- How do you learn about integrity?

THE SIX VALUES OF INTEGRITY

Honesty

A communication of integrity advances the quest for truth and knowledge by requiring intellectual and personal honesty in learning, teaching, research and service.

Trust

A community of integrity fosters a climate of mutual trust, encourages the free exchange of ideas, and enables all to reach their highest potential.

Responsibility

A community of integrity upholds personal accountability and depends upon action in the face of wrongdoing.



Fairness

A community of integrity establishes clear standards, practices, and procedures and expects fairness in the interactions of students, faculty, staff and administrators.

Respect

A community of integrity recognizes the participatory nature of the learning process and honours and respects a wide range of opinions and ideas.



Courage

To develop and sustain communities of integrity, it takes more than simply believing in the fundamental values. Translating the values from talking points into action, and standing up for them in the face of pressure and adversity, requires determination, commitment, and courage.



Source : The Fundamental Values of Academic Integrity (2013)
International Center for Academic Integrity at Clemson University
http://www.academicintegrity.org/icai/assets/Revised_FV_2014.pdf



QUALITY EXPLORATION

For your assigned value – describe qualities, actions or avoidances that you would see or hear that demonstrate high levels of that value.

For example, not telling lies would demonstrate being honest.

PERSONAL VALUES

“Integrity lies at the very heart of leadership. Everything you do revolves around the person you are inside. The person you are inside is always demonstrated by the things you do and say.”

Brian Tracy

LIVING IN ALIGNMENT

Work | Study | Play

Work – Community – Volunteering

Study – Learning – Development

Play – Leisure – Free Time

How is integrity demonstrated in each dimension?

How does living in alignment apply to you in each dimension?

STEPS FOR ACTING WITH INTEGRITY

- 1. Recognize the situation**
What core integrity value is in violation?
- 2. Identify the behaviour**
What do you see, feel and experience?
- 3. Consider your options**
What are your choices?
- 4. Assess challenges/barriers**
What are potential challenges/barriers associated with your choices?
- 5. Take Action**
What are you going to do?

SCENARIO

You volunteer with a local organization that supports community members in need. As a part of your volunteering you are given access to confidential client records. On a Friday night, while out with friends, your peer who volunteers alongside of you pokes fun at some of the hard luck cases you have come across and gives out confidential details.

What do you do?

SCENARIO

You purchase a few groceries at the local market and hand the cashier \$40.00 cash for a \$32.00 charge. The cashier accidentally gives you \$15.00 in change. Without realizing you place the change in your pocket and exit the store. While fishing your car keys out of your pocket in the parking lot, you discover the extra change.

What do you do?

PERSONAL MISSION STATEMENT

This exercise is adapted from Kouzes & Posner's workshops to help people start thinking about, writing down, and articulating their core values, beliefs and philosophy.

On the card provided, write down one statement that reflects your beliefs and values – your personal mission statement.

THANK YOU

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