

Creating a Culture of Integrity



Best practices and research identify how educators create and support the continued implementation of a culture of integrity. The International Center for Academic Integrity (ICAI) defines academic integrity as a commitment to five fundamental values: *honesty, trust, fairness, respect, and responsibility*. The ICAI believes that these five values, plus the courage to act on them even in the face of adversity, are truly foundational to the academy. Without them, everything that we do in our capacities as teachers, learners, and researchers loses value and becomes suspect. The values associated with academic integrity are essential in building a foundation for expected behaviour of all members of the community. (International Center for Academic Integrity, 2014, p.16).

How to Create a Culture of Integrity based on Price-Mitchell's (2015) Five Ways Teachers Develop a Culture of Integrity:

1. Infuse integrity into the classroom culture.

- Express expectations about academic integrity (AI) and the consequences of cheating early and often
- Create a culture that rewards success beyond grades so students are aware that the process of learning comes first

Some Examples:

- It involves more than having the TRU ED 5-0 policy in your course outline. Talk about AI - use examples, connect students with resources, use activities to explore AI. Talk about AI before each assessment, dialogue to students about what AI means, what the policy says, and strategies to avoid errors in integrity.
- Develop assessments that allow students to build on previous feedback.
- Consider reflective assignments that dig in and allow students to consider their learning.
- Refer to professional and ethical standards (Piascik & Brazeau, 2010).

2. Develop an Academic Integrity vocabulary.

- The International Center for Academic Integrity (ICAI) outlines the Five Fundamental Values of Academic Integrity as: Responsibility, Respect, Fairness, Trustworthiness, and Honesty. Incorporate these words into your classroom language.

Some Examples:

- Add the ICAI's Fundamental Values of Academic Integrity into your course outline
- Develop an activity that encourages students to explore the definitions and applications of the five values
- Use the Fundamental Values to frame classroom expectations for both teacher and students

3. Respond appropriately when academic dishonesty occurs.

- Follow the policy!
- Be **consistent** when enforcing policies.
- This is a teachable moment, allowing students to reflect on and find meaning in their behavior. Respectfully listen to the student and then restate the policy expectations

Some Examples:

- Review the AI policy so you are clear of the policy and process
- Spend time reviewing these, dialogue with colleagues, reach out to the AI Fellow, CELT, Director of Student Affairs, or your constituency representative on the committee for support
- Ask questions to confirm your understanding
- Follow through appropriately and consistently

4. Use ethical quotes & scenarios to spark conversations:

- Use quotes as conversation starters for students to reflect on integrity and its relation to academic work
 - “Integrity is doing the right thing even when no one is looking.” Pose the questions: What does this quote mean to you?
 - Find quotes from the School of Ethical Education (nd) at:
<https://www.ethicsed.org/integrity-quotes.html>
- Encourage students to reflect on topics related to integrity, moral development, and other attitudes.

Some Examples:

- Discuss integrity as it relates to “real life”
- Use scenarios from students’ future work worlds
- Use videos such as the ones produced by students from ICAI (nd) at:
<https://www.academicintegrity.org/multimedia-resources/>

5. Help students believe in themselves.

- Students who stand up for principles in which they believe have high degrees of self-efficacy

Examples:

- Demonstrate to your students that you have a passion for teaching and learning
- Model a clear set of values
- Be available to share your expertise with students
- Learn to give feedback effectively
- Link values to professional ethics and professional codes (Piascik, & Brazeau, 2010)
- Support students developing a Growth Mindset
- CELT is an excellent support!

References and Resources

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