

Data Don't Lie:

Leading Change Through Ethical Assessment

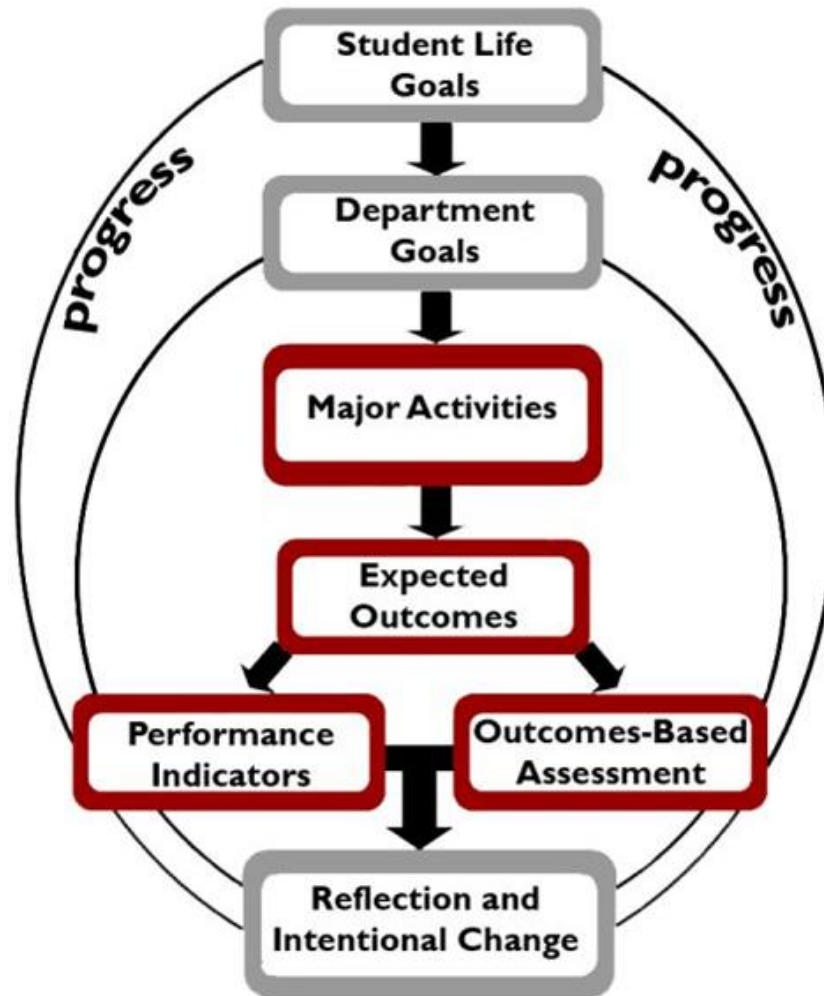
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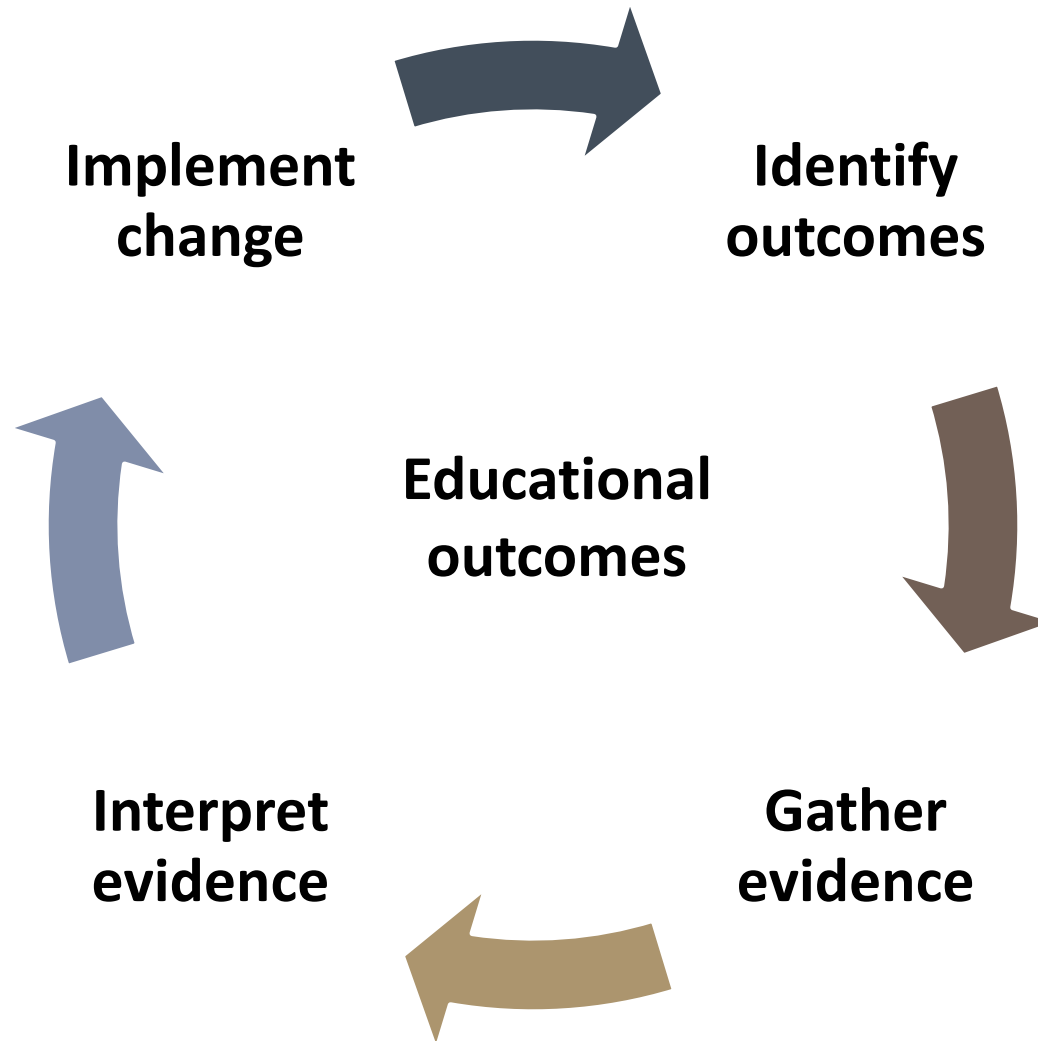
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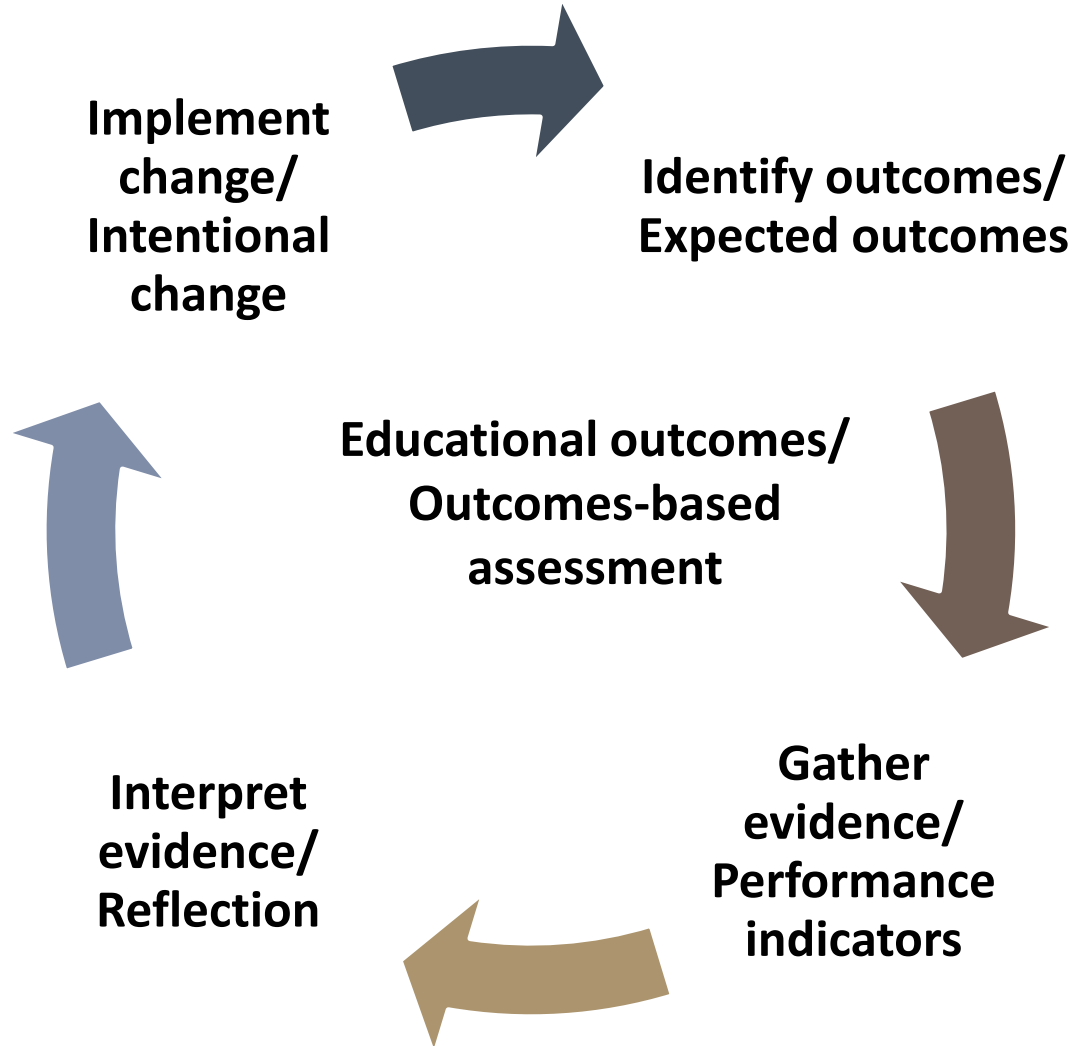
Organizational Effectiveness Model



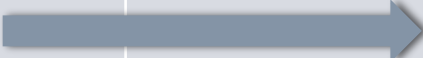
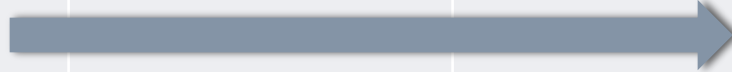
Peggy Maki's Assessment Cycle



Assessment Cycle & Organizational Effectiveness Model




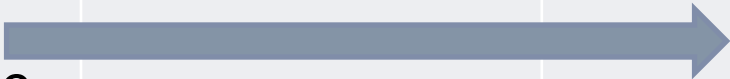
Scale of Ethics

Level	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
1	IRB would approve	No contradictions		Proceed
2	IRB would approve	Contradictions	Consider context	Proceed
3	IRB would approve	Contradictions	Consider context	Do not proceed; reconsider design
4	IRB would not approve			Do not proceed; reconsider design

Definitions

Level	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
Severity	<ul style="list-style-type: none">• 1st level• Ethical standards• Ethical codes	<ul style="list-style-type: none">• Respecting autonomy• Doing no harm• Benefiting others• Being just• Being faithful	"...establishes an obligation unless there are circumstances or other obligations that are stronger"	What is the necessary/ ethical action?

Levels 1 & 4: Extremes

Level	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
1	IRB would approve	No contradictions		Proceed
4	IRB would not approve			Do not proceed; reconsider design

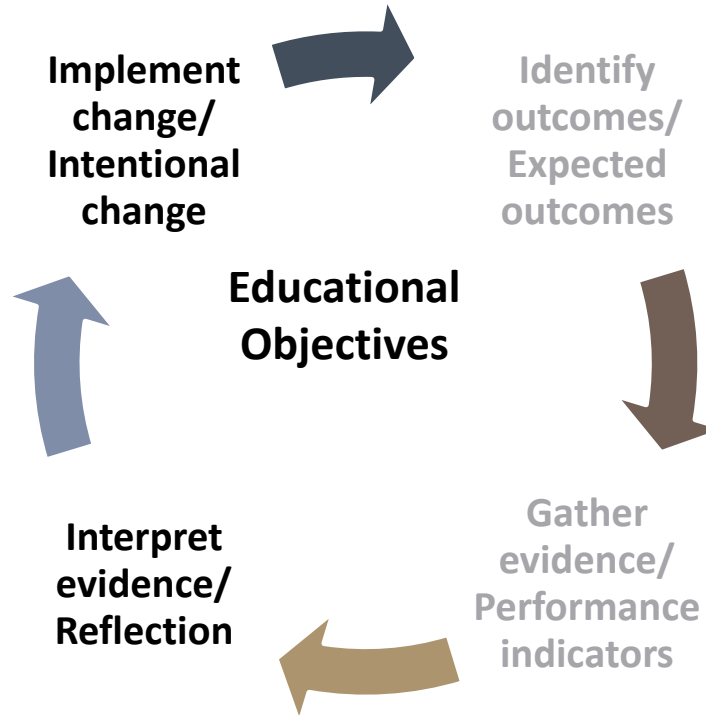
Level 3

Level	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
3	IRB would approve	Contradictions	Consider context	Do not proceed; reconsider design

Level 2

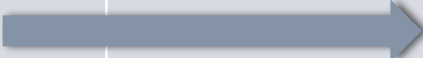
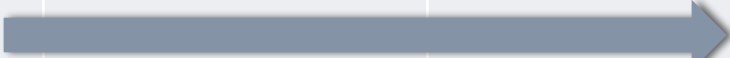
Level	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
2	IRB would approve	Contradictions	Consider context	Proceed

Ethics of Processes



Level	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
1	IRB would approve	No contradictions		Proceed
2	IRB would approve	Contradictions	Consider context	Proceed
3	IRB would approve	Contradictions	Consider context	Do not proceed; reconsider design
4	IRB would not approve			Do not proceed; reconsider design

Other Considerations?

	Ethical codes/ rules	Ethical frameworks	<i>Prima facie</i>	Action
1	IRB would approve	No contradictions		Proceed
2	IRB would approve	Contradictions	Consider context	Proceed
3	IRB would approve	Contradictions	Consider context	Do not proceed; reconsider design
4	IRB would not approve			Do not proceed; reconsider design

Contact Information

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2013 NASPA Annual Conference
March 16–20, 2013
Orlando, Florida