



# **Introduction to NAFSA's Statement of Ethical Principles**



# Introduction to NAFSA's Statement of Ethical Principles

- Names of Chair/Presenters
- Gwen Guderjohn, Program Assistant, International Student Services, University of Portland
- Thomas Winston Morgan, President, The International Partnership for Service Learning and Leadership, Portland
- Bill Smart, Chair: retired, Oregon State University, consultant in International Education



# Main Topics for our Session

- Overview of NAFSA Statement of Ethical Principles
- The Role of the NAFSA Ethics Coordinator
- Discuss Ethical Decision Making
- Share Resources on Ethics



# Background

- In late 2006 and early 2007, the KCCC began review of NAFSA's treatment of Ethics
- In 2006 a task force led by Board member John Pearson, Stanford University and comprising Linda Drake-Gobbo from the KCCC, SIT Bookstore, School of International Training, Ann Kuhlman, Member-At-Large, Yale University, and Bridget Canty, University of Houston (later Anita Gaines, University of Houston) as Chair of the Subcommittee on Ethical Practice, reviewed all of the material and submitted its recommendations.



# Background

- In 2008 an Ethics Guidelines Task Force was formed to work to develop a fresh framework. The Ethics Task Force Members were:

Bob Ericksen, Chair, Board Member, University of California

Shalini Bhutani, KC-International Student and Scholar Services, Stanford University

Anita Gaines, Chair of SEP, University of Houston

Karen Gardenier, KC-Teaching, Learning, Scholarship, Colorado State University

Martha Johnson, KC-Education Abroad, University of Minnesota-Twin Cities

Viktar Khotsim, KC-Recruiting, Admissions, and Preparation, American Center for Education and research, Inc.

Sabine Klahr, KC-International Education Leadership, Boise State University

Consultant, Edward L. Queen, Ph.D., J.D., Emory University

NAFSA Staff: Ellen Barclay



# Background

- The new Statement of Ethical Principles was developed to:
  - Align documents from the previous NAFSA structure to match the newly created Knowledge Communities
  - Facilitate a proactive approach to ethics rather than one that attempts to be an enforcement tool
- The Statement of Ethical Principles was approved by the NAFSA Board of Directors on March 28, 2009.



# NAFSA's Membership Committee

With the introduction of the Statement of Ethical Principles, the Subcommittee on Ethical Practice (SEP) completed its charge in December 2009. The Ethics Coordinator and Ethics Coordinator Designate now lead the ethics program under the Membership Committee :

- Anita Gaines, Ethics Coordinator (University of Houston)
- Sara Allaei, Ethics Coordinator Designate (Indiana University-Purdue University Indianapolis)
- Pauline Kwabo, NAFSA Staff
- Celenia T. NuQuay, CAE, NAFSA Staff



# Ethics Implementation Task Force

- Anita Gaines, Membership Committee
- Sara Allaei, Membership Committee
- Judith Pennywell, Leadership Development Committee
- Kemale Pinar, Recruitment, Admissions, and Preparation Knowledge Committee
- Monica Sharp, Knowledge Community for International Student and Scholar Services
- Jon Stauff, Knowledge Community for Education Abroad
- Sabine Klahr, International Education Leadership Knowledge Community
- Kathy Steiner-Lang, Training Coordination Subcommittee
- Martha Denney, Teaching, Learning, and Scholarship Knowledge Community
- Ray Lagasse, Regional Affairs Council





# NAFSA's Statement of Ethical Principles

## The Role of Ethics in International Education

- Our contemporary world is marked by increasing globalization, greater connectedness, and ease of movement. Knowledge and awareness of other peoples, countries, cultures, and beliefs is of utmost importance.

# NAFSA's Statement of Ethical Principles

As international educators we recognize that such knowledge is fundamental to the formation of educated persons and informed citizens and, increasingly, a key to professional, business, and personal success. The acquisition of this knowledge depends, to a great extent, on high-quality programs of international education and exchange.



# NAFSA's Statement of Ethical Principles

International educators are dedicated to providing such programs and services with the highest level of integrity and responsibility. To accomplish this, we must attend carefully and actively to the ethical obligations that emerge from our relationships with students, scholars, our institutions, international partners, and other legitimate stakeholders.



# NAFSA's Statement of Ethical Principles

As professionals, international educators share clear and defined values. We are committed to the welfare of the students and scholars in our programs. As educators, our decisions and actions should be guided by the goal of ensuring that our programs serve identifiable and legitimate educational purposes.

# NAFSA's Statement of Ethical Principles

Working in a global and multicultural environment, we are committed to the internationalization of education, not merely as a set of experiences, but as a value-laden set of interactions that produces individuals who are more knowledgeable, reflective, broad-minded, and aware.



# The Role and Purpose of the Statement of Ethical Principles

- We, international educators, declare our commitment to the following statement of ethical principles to: Aid international educators in negotiating competing responsibilities, demands, and interests as they strive to make ethical decisions in complex and multicultural environments
- Inspire international educators to infuse all of their work with ethical principles and practices
- Advance the development of international education as a profession and strengthen the ethical dimensions of professional outreach, research, and training

# The Role and Purpose of the Statement of Ethical Principles

- Aid professionals and their institutions in decision-making in the management, support, and provision of programs and services
- Highlight the ethical obligations embedded in the relationships surrounding international education
- Broaden and deepen conversations on ethical and professional practices in international education



# **NAFSA's Statement of Ethical Principles**

- **Integrity**
- **Respect for the Law**
- **Quality**
- **Competence**
- **Diversity**
- **Transparency**
- **Access**
- **Responsiveness**





# NAFSA's Statement of Ethical Principles

Holding these principles constantly in mind, we will work to extend and improve international education in all its forms and at all levels, including advocating for programs, policies, regulations, and laws that reflect these principles. Additionally, we will work aggressively for the realization of these principles in our personal and professional conduct, throughout our institutions, and in organizations with which we affiliate.

# NAFSA's Statement of Ethical Principles

Found on the NAFSA website at:

[http://nafsa.org/about.sec/  
governance\\_leadership/  
ethics\\_standards/](http://nafsa.org/about.sec/governance_leadership/ethics_standards/)



# What is an Ethical Decision?

- Is the proposed decision in harmony with the letter of relevant laws, regulations, and institutional policies?
- Is it in harmony with the spirit of pertinent laws, regulations, and policies?
- Is it consistent with NAFSA's Statement of Ethical Principles?
- Is it in accord with cultural norms?



# What is an Ethical Decision?

- Does it avoid duplicity?
- Is it consistent with decisions previously made in comparable cases, and/or distinguishable from previous cases in which a different decision was reached?
- Does it establish a desirable precedent?



# What is an Ethical Decision?

- Does it avoid lines of thought that can easily lead off the correct path?
- Will it help in the long run?
- Would the world be a better place if this decision is taken? If more people made this decision?\*



# What is an Ethical Decision?

- Does it feel right? Would it bring more self-respect?\*
- Considering my personal feelings toward the person or group that would be affected by my proposed decision, would I make the same decision if it affected someone I liked or disliked?



# What is an Ethical Decision?

- Could I credibly defend this decision in public?
- If I were the one affected by the proposed decision, would I consider it fair and reasonable?

\*Jimmy Calano and Jeff Salzman suggest these questions in Career Tracking (New York: Simon & Schuster, p. 106).

“What is an Ethical Decision?” written by Gary Althen of the University of Iowa.

# Kitchener's Ethical Principles\*

## Guiding Ethical Decision Making

The following ethical principles can be used, along with other tools, to assist in working within a framework when making ethical decisions.

- *Respect Autonomy*
- *Benefit Others*
- *Do No Harm*
- *Being Just*
- *Being faithful*



# Kitchener's Ethical Principles\*

## Guiding Ethical Decision Making

An alternative is Nel Noddings' *Ethic of Care*\*\* which is fundamentally concerned with the relationship and experience that exist between individuals

\*Kitchener, K. (1985). *Ethical principles and ethical decisions in student affairs*. H.J. Canon & R.D. Brown (Eds.) *Applied Ethics in Student Services: New Directions for Student Services*, No. 30. San Francisco: Josey-Bass.

\*\*Noddings, N. (1984). *Caring: A Feminine Approach to Ethics and Moral Education*. Berkeley: University of California Press.

# Issues Involving Ethical Dilemmas

## *Examples:*

- Academic Honesty Concerns
- Disciplinary Concerns
- Regulatory Compliance Issues
- Social Issues
- Religious Issues



# Issues Involving Ethical Dilemmas

- Insurance/Liability Issues
- Family Conflicts
- Financial Concerns
- Privacy issues (Ex. The Family Educational Rights and Privacy Act)



# *Examples related to professional relationships*

- Responsibilities to your institution
- Responses to international students/scholars
- Responses to constituencies of your respective institutions
- Responses to unprofessional actions of colleagues
- Relationships with government agencies
- Education Abroad Program Placement Decisions



# Case Studies

# Resources to Guide You in Making Ethical Decisions

- Office of the General Counsel
- Campus Attorney
- Student Conduct Handbooks
- Ombudsman/Student Judicial Board
- Immigration Attorneys
- Cultural Informants - Local Residents and Social Service Agencies
- NAFSA Ethics Coordinator
- NAFSA Members
- Mental Health Professionals
- Clergy
- Local Law Enforcement Agencies
- EEO/Affirmative Action
- Risk Management Personnel
- Other Professional Organizations

# Resources to Guide You in Making Ethical Decisions

- US Embassy/Consulate (Public Affairs, Cultural Affairs, and Consular Affairs sections)
- EducationUSA Centers
- Peace Corps Centers
- IREX, AmidEast, and American Councils offices
- The local Ministries of Education and Foreign Affairs
- Other foreign embassies/consulates



# Q&A

Thank you for participating in our session!

Please complete the session evaluation.