

Utah Valley University

From the Selected Works of Susan R. Madsen

Summer August, 2012

Ethics in Publishing (7 presentations)

Susan R. Madsen, *Utah Valley University*

Jim Davis, *Utah State University*



Available at: https://works.bepress.com/susan_madsen/197/

Professional Ethics in the Academy of Management

August 2012

The success—and value—of nearly every Academy session you attend rests on the professional ethics of those involved. This applies to the success and value of the Academy overall. In other words, ethics matter. Fortunately, the Academy continues to make it easier to know about and to understand the professional ethical standards to which Academy members are expected to adhere. Simply go to www.AOMonline.org and click on “Governance and Ethics” in row of orange buttons along the top. Click on “Code of Ethics” in the white list of links on left side of that page. You will find:

- The Code of Ethics
- Procedures for handling ethical complaints
- Link to the Academy ethics Ombudsperson
- Link to FAQs about the Code and additional ethical resources

Of course, *professional ethics isn't about a committee or a consortium or a meeting*. It's about broad based, grassroots efforts to create and sustain an ethical profession. That takes many great people, the Academy Ethics Education Committee, and the Academy at large, but it also takes YOU. We strongly encourage you to press for more and deeper conversations about ethics and ethics training among yourselves and in your conversations with your faculty. The foundation you lay now will pay dividends throughout your career!

Should you find yourself facing an ethical dilemma or problem, the Academy has a structure in place for dealing with it. The first step is to consult the code, which provides advice and guidelines for dealing with a variety of issues. The next step is the Ombudsperson, who will offer guidance as well. Academy leaders are terrific professionals, who care a lot about the profession, this institution, and you. Those affiliated with the ethics process are among the best of the best. Know who they are. Use them if you find yourself in a difficult situation. Professional ethics is NOT an area where it's easier to ask forgiveness than permission. Let the Academy help you.

Our requests to you:

1. Know the Academy structure for seeking ethical guidance (see above)
2. Read the summary Code on that back of this sheet
3. Go to the Academy website and read the Code (put yourself in the top 10% !)

Summary of the Academy of Management Code of Ethics

The Academy of Management (AOM) and its members are devoted to increasing scientific and professional knowledge of management. In doing so, AOM members perform many roles, acting as researchers, teachers, authors, consultants, diagnosticians, supervisors, administrators, commentators, and social interventionists. Upon joining the AOM, members agree to become familiar with, uphold and promote the principles of the AOM Code of Ethics and to enforce its ethical standards. AOM members realize that to maintain ethical standards they must make a personal, lifelong commitment to behaving ethically and to encourage students, supervisees, employees, employers, and colleagues to behave ethically, and to consult with others when ethical questions arise.

General Principles for AOM Members

- *Responsibility*: Establish relationships of trust with those with whom they work (students, colleagues, administrators, clients). Uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and seek to manage conflicts of interest that could lead to exploitation and harm.
- *Integrity*: Promote accuracy, honesty, and truthfulness in the science, teaching, and practice of their profession. In their activities AOM members do not steal, cheat, or engage in fraud, subterfuge, or intentional misrepresentation of fact. They strive to keep their promises, to avoid unwise or unclear commitments, and to reach for excellence in teaching, scholarship, and practice.
- *Respect for people's rights and dignity*: Treat students, colleagues, research subjects, and clients with respect, dignity, fairness, and caring. Respect the worth of all people and the rights to individual privacy, confidentiality, and self-determination.

The AOM Code of Ethics enumerates both general principles and specific enforced ethical standards. Upon joining the AOM, members agree to uphold and promote the principles of the AOM Code of Ethics and adhere to its standards. The Code addresses a broad range of ethical situations, applies to members in official Academy roles and members and non-members participating in Academy-sponsored activities.

- When AOM members are uncertain whether a particular situation or course of action may violate the Code of Ethics, they may consult with the AOM's Ethics Ombudsperson.
- When AOM members have substantial reason to believe that there has been an ethical violation by another AOM member, they can attempt to resolve the issue by bringing it to the attention of that individual. If an informal resolution is impossible, they can conduct the AOM Ethics Ombudsperson for guidance on how to proceed.

For a complete statement of the Code of Ethics and policies and procedures for handling charges of ethical standards violations, please consult the AOM Website at <http://www.aomonline.org> and click on "Governance and Ethics"

AOM Ethics Education Committee (EEC)

The EEC is tasked with educating AOM about the Code of Ethics, embedding the practice of ethics within the culture, communicating the Academy's commitment to ethical conduct, and raising awareness about ethical issues members confront. The following innovative resources can now be found on the Academy of Management website:

- The Ethics of Research and Publishing Video Series
- The Ethicist (monthly blog with columns on ethics in publishing, teaching, and professional life)
- Links to related articles, a detailed bibliography, teaching cases, other online resources, and more (coming soon)

Please address questions or comments to the Committee Co-Chairs: Jim Davis (James.H.Davis@USU.edu) or Susan R. Madsen (madsensu@uvu.edu).