

**Integrity Assignment**

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Professional integrity means acting in an ethical manner that allows coworkers and consumers to feel respected. To me, professional integrity means doing my best every day in my professional duties. For example, since I am a teacher, I maintain professional integrity through providing feedback to students promptly, preparing for lessons, and maintaining a patient and welcoming demeanor. Honesty is one of the most important qualities that a professional can have. An honest professional will provide the best advice possible when presented with a question, whether the answer is profitable to them personally or not. Honesty yields trustworthiness, and a trustworthy professional is an invaluable asset to any company. Another aspect of professional integrity is being dependable. Of course, professionals should take off work when necessary due to a sickness or an emergency, but an employee is not respecting their company or their position if they are not able to be counted on to consistently show up to work. A dependable employee is also one who completes tasks on time without needing to be continuously reminded. A supervisor should be able to trust that tasks will be completed with excellence if their employee is dependable.

Former University of Michigan (U-M) President, Dr. Mark Schlissel, has been fired as a result of sexual misconduct with a subordinate. Proof of this misconduct has been collected from the former President's U-M email records. The institution's email policy states that the email may be used for personal communications, but "For faculty and staff members, such personal use must not interfere with the employee's obligation to carry out job-related responsibilities in a timely, effective, and appropriate manner" (Whitford, 2022a, para. 7). Dr. Schlissel was not acting with professional integrity because he misused university resources, his email, to engage in sexual misconduct with a subordinate employee. Acting with integrity in the workplace means

acting in a way that does not violate another's right to safety and professionalism. Dr. Schlissel was not acting with professional integrity in this instance, nor is he acting with integrity through trying to delete the emails so they are not subject to being reviewed. Rather, he could have accepted that his misconduct was known and apologized. Currently, there have not been plans announced regarding how the university will combat further sexual misconduct in the future.

On the other hand, following the resignation of Florida International University's President Mark Rosenberg "for causing an employee 'discomfort'", interim president Kenneth Jessell has outlined plans for a website to address "sexual and gender-based misconduct...where students and employees can report discrimination, abuse and harassment" (Whitford, 2022b, para. 1). Jessell's commitment to preventing sexual and gender-based misconduct shows a public desire to act with professional integrity through working on changing the campus culture rather than making a small change to distract from recent misconduct. Hopefully, Jessell's initiative will be a successful first step in fighting sexual misconduct at Florida International University as well as modeling that fighting misconduct is a university-wide priority for faculty, staff, and students.

My professional integrity does influence my opinion of these two professionals because I highly value honesty and transparency. Of course, Dr. Schlissel would be fired for his misconduct, so he could not respond with a proactive plan to combat sexual misconduct. He could have responded to the situation with more integrity by admitting his wrongdoings rather than further implicating himself through hiding the proof. Similarly, I respect Jessell's public communication and commitment to pursuing a long-term solution to sexual and gender-based misconduct through creating a public but anonymous space to report misconduct. This type of misconduct can be fought by providing a safe and transparent space for reports.

## References

Whitford, E. (2022a, January). Schlissel should have known his emails were public record.

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