



### 2009: THE YEAR IN ETHICAL REVIEW

*Michelle Pesce*

The Ethics Resource Center (ERC) conducts a National Business Ethics Survey every few years that investigates ethics in the American workplace. Compared to results from 2007, this year’s survey produces some interesting findings: the economic recession has prompted an increase in ethical behavior in the American workplace, and this ethical trend resembles data from 2000 to 2003 –the era of Enron, Arthur Anderson’s decline, 9/11, and the drop off of the internet boom. In times like these, why does ethical behavior in the American workplace improve? Wouldn’t you expect the opposite to be true?

IMPROVEMENTS IN ETHICAL BEHAVIOR
<b>Misconduct at work is down</b> (56% in 2007, 49% in 2009)
<b>Whistleblowing is up</b> (58% in 2007, 63% in 2009)
<b>Ethical cultures are stronger*</b> (53% in 2007, 62% in 2009)
<b>Pressure to cut corners is lower</b> (10% in 2007, 8% in 2009)

\* quantified by ERC

The ERC study provides an explanation for this paradox. In difficult economic times, companies are under intense review and pressure to meet expectations. For companies in crisis, they must do all they can to remain in existence, and slacking on any item – like ethics –may jeopardize this goal. Also, with the

threat of job loss nationwide, employees may not cut corners and be on good behavior to increase chances of keeping their job.

For those of you who don’t completely buy that argument, keep reading. 22% of respondents implicated that the recession negatively impacts the ethical culture in their companies. Also troubling is that 10% of respondents answered that “to stay in business during the recession, [their] company has lowered its ethical standards.”

In the end, the NBES indicates that the ethical culture in an organization greatly



influences how its employees will react in times of recession and economic stress. Perhaps if a strong ethical culture is already in place in an organization –where employees, managers, and those across all levels feel a “sense of openness and responsibility” –times of hardship will be less likely to sway ethical behavior in a negative way.

To read the report for yourself, visit <http://www.ethics.org/>.

Source: 2009 ERC National Business Ethics Survey

### ETHICS POLL RESULTS

Thanks to those of you who participated in last newsletter’s survey. Based on Sarah Arlien’s article, “Are the Ethics Ethical,” we asked KGI’s opinion on this question :

*Is it ethical to not do a study that could help trial participants because the trial results will not benefit the population beyond the trial itself?*

**YES 15**  
**NO 13**

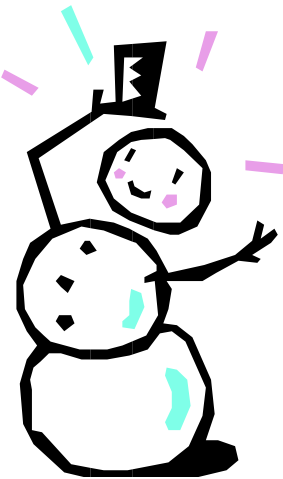
Responses for “yes” said the following:

- What does “ethical” [mean]? Teleological, deontological? Relative or absolute morality?
- Following the DoH principles should be considered ethical.

Responses in the “no” category said the following:

- NO! Anyone who says otherwise only cares about money over the value of human life.
- Being responsive to the problems seen in the population or community is a good thing, don’t get me wrong, but if neither stands to benefit from the results than who cares? You can respond to a problem and have very little success at doing anything that actually deals with it. It’s unethical to simply act without reasoning out the necessary portion of the question: is it beneficial enough?
- This is more than just ethics, but [it is] more a clinical

trial design issue. It is possible to discover at research phase if a medical research has a reasonable likelihood to benefit a community or not...For example, Viagra turns out to benefit a very different community from what was predicted. To exclude such a community in a clinical trial will result in lack of data and is unwise. ...Efficacy is...hard to prove; rather than risking having [a] marginally effective drug going to the market and hitting a bigger population, compromising a smaller, controlled group is acceptable. I’m with the FDA on this issue.



#### WORDSEARCH

##### ANSWERS (NOV. ISSUE)

1. Spanish, 2. RNA, 3. Dual use,
4. NSABB, 5. DoH, 6. ICH, 7. Clinical trials, 8. NGOs, 9. FDA,
10. Lifesaving, 11. Rene Descartes
12. Ethics, 13. Internalize, 14. Corporate, 15. Pfizer, 16. Life sciences, 17. Employee behavior

## MEET YOUR ETHICS COMMITTEE



### Michelle Pesce (2011)

Albuquerque, NM  
Business of Bioscience  
Serves on the EC: *To emphasize an ethical framework for KGI students outside of classes.*  
Favorite music: country



### Sri Ramya Maddilate (2011)

India  
Business, Clinical/Regulatory Affairs  
Serves on the EC because: *I believe in what is RIGHT. Serving ethics committee at KGI provides me with an opportunity to voice out the ethical concerns of my fellow classmates. It has also helped me to learn more about bioethical issues pertaining to life science industry.*



### Marc Pollack (2011)

Ventura, CA  
Pharm Discovery and Development  
Serves on the EC because: *I enjoy this sort of discussion, and want to benefit the future of KGI.*  
Favorite book/movie/type of music: *Catch-22 / Gattaca / alternative rock*



### Chandana Thorat (2011)

Mumbai, India  
Regulatory Affairs & Business  
Serves on the EC: *To understand the ethical issues and concerns arising at different levels, from the school classroom to the business office and in turn make balanced, well informed decisions to better serve the community.*  
Favorite book/movie: *Unaccustomed Earth / Ice Age Series*

### Sarah Arlien (2010)

Howard Lake, MN  
Clinical and Regulatory Affairs  
Serves on the EC because: *I want to see ethics become a topic of interest on campus and have a judicial system that is fair and useful when people don't behave ethically.*  
Favorite book: *From the Corner of His Eye* by Dean Koontz



### Mike Esselman (2010)

West Bend, WI  
Bioprocessing, Business of Bioscience  
Serves on the EC: *To explore ethical issues present at KGI and to help pull in a stronger ethics-focus into the KGI experience*  
Favorite Book: *Life of Pi*  
Favorite Movie: *Children of Men* and *Caddyshack*



### Rachelle Fryd (2010)

Arden Hills, MN  
Business of Bioscience  
Serves on the EC: *To put an ethical structure in place for the KGI community.*  
Favorite music: *I listen to pretty much everything. One day you'll hear R&B in my car, the next you'll hear country.*



### Note from the Editor

Thank you for your readership. Please direct comments, corrections, questions, or concerns to Michelle Pesce (mpesce11@kgi.edu). Stay tuned for 2010!

- Michelle Pesce, editor

## ETHICS COMMITTEE SEMESTER RE-CAP

The 2009-2010 Ethics and Judicial Committee has been incredibly busy this year and still has more to come. We wanted to tell you just a little about what we've been up to besides bringing you this new publication.

- **KGI Honor Code Updated.** Announced October 27, 2009 KGI's Honor Code was updated with the version created by the 2008-2009 Ethics and Judicial Committee. The new Honor Code is centered on general principles which students can apply to not only their academic endeavors, but also to their personal and professional lives.
- **Disciplinary Procedures.** The Committee is currently working on updating the disciplinary procedures to make them more usable and to increase awareness among students of their rights in the process. A draft will be created by the end of 2009 and the Committee hopes to have the new procedures approved by the administration by the close of the academic year.
- **Student Government Bylaws.** A subcommittee created bylaws for the Student Government which will be submitted for ratification by the student body after final approval by the Student Government.



We've done a lot this semester and have even more planned for next semester including plans to bring a speaker to campus and a possible debate session. The Ethics and Judicial Committee is always looking for ways to increase ethical behavior and awareness on campus and to ensure appropriate and fair judicial policies are in place. If you have suggestions for how this can be better accomplished, please contact any member of the Ethics and Judicial Committee.