

## Course Schedule

|            |                                                                              |
|------------|------------------------------------------------------------------------------|
| 08:15 am   | Registration and Breakfast                                                   |
| 08:50 am   | <i>Welcome and Introduction</i> – Nils Petersen                              |
| 09:00 am   | <b><i>The Professional Chemist in ACPA</i></b> – Kathy Janzen                |
| 09:45 am   | <b><i>Professional Integrity</i></b> – Kathy Janzen                          |
| 10:30 am   | Break                                                                        |
| 10:45 am   | <b><i>The Pillars of Professional Ethics</i></b> – Nils Petersen             |
| 11:00 am   | <b><i>Managing Conflicts</i></b> – Nils Petersen                             |
| 11:45 am   | <i>Review and general discussion</i> – All                                   |
| 12:00 noon | Lunch break                                                                  |
| 01:00 pm   | <b><i>Case Study #1:</i></b> Nils Petersen                                   |
| 02:00 pm   | <b><i>Case Study #2:</i></b> Kathy Janzen                                    |
| 03:00 pm   | Break                                                                        |
| 03:15 pm   | <b><i>Debate</i></b> – Nils Petersen                                         |
| 04:00 pm   | <b><i>Test: Independent Analysis of Case Study #4</i></b> – All participants |
| 05:00 pm   | Concluding remarks and final discussion                                      |

### Case Study Format (1 hour)

- Introduction of the case ..... 5 minutes
- Assessment of the case individually ..... 10 minutes
- Discussion **and** joint assessment of the case in groups of 3–5 ..... 15 minutes
- Collective **discussion** and assessment of the case in the whole group ..... 25 minutes
- Review and **conclusions** ..... 5 minutes

### Debate Format (45 minutes)

- Introduction of the debate topic ..... 5 minutes
- Development of the argument FOR or AGAINST in groups of 3-5 ..... 15 minutes
- Presentation of arguments – 2 min per group ..... 15 minutes
- Collective discussion of the arguments ..... 10 minutes

**Case #1** will be a fairly simple situation so that the focus can be on the assessment methodology and to establish the processes for small group and whole group discussions and assessments.

**Case #2** will represent a situation that may be encountered in a chemical laboratory environment.

**The test** will be designed to test the ability of the participants to assess a case independently and to decide how to manage the situation or act on the situation in a rational manner.

**The Debate** is designed to force each person to take a particular position irrespective of the personal view or opinion of the subject matter of the debate.

## Summary of Course Material and Presentation

### 1. The Professional Chemist in ACPA

- What does it mean to be regulated?
  - Professionalism and Ethics – Internal and External social contracts.
  - The ACPA Code of Conduct and the provisions each member is obliged to uphold will be discussed as an introduction to the topic of professional ethics.
- 1.1. Duties to the Public
- *Maintain proper regard for public safety, health and welfare.*
  - *Act responsibly and cooperate with government and consumer agencies.*
  - *Do not become involved in enterprises of questionable integrity or that are contrary to the public interest.*
- 1.2. Duties to Employers and Clients
- *Be honest, diligent and conscientious in the performance of all professional duties.*
  - *Protect confidential information.*
  - *Set fair and reasonable fees for the services provided.*
- 1.3. Duties to the Profession
- *Comply with the laws of Alberta and Canada.*
  - *Maintain high standards of personal and professional ethics, business practices and technical competence.*
  - *Support the Association and its objectives.*
  - *Improve and advance the Profession of Chemistry.*
- Guidelines for the Use of the Professional Stamp

### 2. Professional Integrity

*Trustworthiness* is central to the success of the profession. Trust in the integrity of professionals and in the science they use is essential to the success of all their work. Trust is necessary not only between chemists and society but also among professional chemists. Chemists are viewed as scientific experts, and the public trusts the profession to ensure and guarantee that this expertise is real. Furthermore, maintaining the integrity of each member is essential to maintaining the professional standing and perceived expertise of all other members of the profession.

- *The criticality of Trust*
- *Ensure that representations and results are accurate.*
- *Give credit where it is due.*
- *Provide competent judgment and responsible services.*
- *Maintain a high level of competence through continuing education.*
- *Ensure the ethical dissemination of new methods and technical information.*
- *Interpretation of experimental outcomes*

### 3. The Pillars of Professional Ethics –

- *Some key Principles and Values*
  - **Integrity** – based in actions that conform to an internally consistent set of principles or values.
  - **Transparency – clarity** about **how you work** and what your values are; distinct from exposing what you learn –which can still be confidential.
  - **Honesty – clarity** about **how you think** – your perspectives, conflicts, and findings (to client). May limit scope of work and nature of work you are willing to perform
  - **Respect** – Attribution of value to co-workers and assessment of value of the nature of work.
  - **Accountability** – proper conduct financially, professionally, scientifically, and personally
  - **Excellence** – build and maintain a good reputation as a professional
- *Reputation is based on trust which derives from integrity, transparency, and honesty*
  - Your reputation reflects on the profession and affects other members and the profession as a whole and are all linked to your professional trustworthiness and integrity. The reputation of the profession requires that you report unethical behaviour to ACPA wherever it arises, whether in your own activities or in those of others.
- *The primary duties for professionals may depend on the environment*
  - The duty of professionals in the academy is to search for the truth, the duty of professionals in industry is to the corporation and its shareholders, and the duty of the professional in a government setting is to the public good.

### 4. Managing Conflicts

- *Common conflicts*
  - Interpersonal conflicts among individuals.
  - Conflict of interest – financial or individual - individual.
  - Conflict of commitment – from within work and from beyond work.
- *Dealing with interpersonal conflicts*
  - Depersonalize interpersonal conflicts – objectivity is critical.
  - Adopt a process (see case studies).
- *Dealing with conflicts of interest and commitment*
  - Declare – transparency is critical
  - Avoid if possible – not always best solution.
  - Manage through transparent processes.
- *Facing Moral Dilemmas*
  - Does the end justify the means? – consequentialism
  - Are the principles always right? – Deontology
  - Do you want to be ethical? – Virtue Ethics