



Upholding the Integrity of Our Educational Institutions

TEASA Consultation 2024

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1. Defining Institutional Integrity
2. Dimensions of Holistic Integrity
3. Upholding Authentic Integrity



Reflections on INTEGRITY



- **Titus 2:7-8** – “⁷ Show yourself in all respects to be a model of good works, and in your teaching show **integrity**, dignity, ⁸ and sound speech that cannot be condemned, so that an opponent may be put to shame, having nothing evil to say about us.”



integrity

/ɪnˈteɡrɪti/

noun

1. the quality of being honest and having strong moral principles.
"a gentleman of complete integrity"

Similar: honesty uprightnes probity rectitude honour honourableness

2. the state of being whole and undivided.
"upholding territorial integrity and national sovereignty"

Similar: unity unification wholeness coherence cohesion undividedness

Biblical INTEGRITY defined



- **ἀφθορία, ας, ἡ** [ἀ- priv., φθείρω]
freedom from corruption, either in ref. to quality of instruction or to personal behavior.
- **Prov. 28:18** –“Whoever walks in integrity will be delivered, but he who is crooked in his ways will suddenly fall.”
- **Job 2:3** – “And the LORD said to Satan, 'Have you considered my servant Job, that there is none like him on the earth, a blameless and upright man, who fears God and turns away from evil? He still holds fast his integrity, although you incited me against him to destroy him without reason.'”

Biblical INTEGRITY defined



- **Hebrew:** completeness, uprightness, blameless, unobjectionable, free of blemish, sincere, and honest
- **English:** the word evolved from the Latin adjective *integer*, meaning whole or complete. In this context, integrity is the inner sense of "wholeness" deriving from qualities such as honesty and consistency of character.

- **Integrity** = the quality of being trustworthy and showing consistent and uncompromising adherence to strong ethical principles and values, displayed in the honesty and faithfulness of actions.

Biblical Concepts

Sincerity of motives
Singleness of purpose
Moral soundness
Purity of motivation
Being truthful & honest
Not speaking falsehood

Definition by Contrast



- Proverbs 28:6 – “Better is a poor man who walks in his integrity than a rich man who is crooked in his ways.”
- Genuine **integrity** stands in opposition to:
 - Lacking moral foundations
 - The character of hypocrisy
 - The way (lifestyle) of folly
- Example:
The wall of orchids
- We live in a world with “plastic” realities, much hypocrisy, and a growing occurrence of deep fakes!

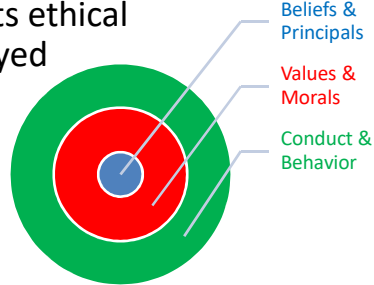


Institutional Integrity



- *Institution* = an organization founded for a religious, educational, professional, or social purpose
- > *Institutional Integrity* = organizational behavior that demonstrates the qualities/character of integrity

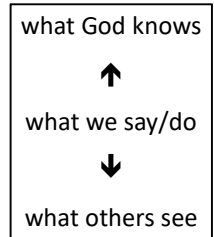
= the collective **beliefs**, **values**, and **behavior** of an organization as expressed in its ethical principles and values, and as displayed by an uncompromising adherence to honesty (message), sincerity (motivation), and reliability in its conduct (actions).



Who Is the Judge of Integrity?



- Is *beauty* merely in the eye of the beholder?
- **Truth**: a Higher Standard transcends all of us and each of our individual or collective assessments of reality



	God's truth (absolute)	Social views (relative)
Code of conduct	Godly behavior	What lifestyle?
Shared values	Biblical values	Whose values?
Belief/principles	God's Word	Which ideology?



Dimensions of INTEGRITY



Academic

Doctrinal



Spiritual

Relational

Academic Integrity



- The ethical code (principles & values) upheld by persons within an academic community, encompassing honesty, trust, fairness, responsibility, and respect in all academic endeavors.
 - Honesty – *Originality* – Fairness – Responsibility – Respect
- How should we **define** and **promote** academic integrity?
 - Beliefs/principles (biblical worldview)
 - Shared values (biblical character)
 - Code of conduct (godly behavior)
- How important is academic integrity for your institution?

Doctrinal Integrity



- The adherence to the fundamental beliefs, principles, or teachings of a particular philosophy, religion, or system of thought. It involves maintaining consistency and fidelity to the core tenets of that doctrine without deviation or compromise. It emphasizes the importance of remaining faithful regardless of external pressures or influences. It is about preserving the fidelity, coherence, and authenticity of the doctrinal framework.
- How should we **define** and **promote** doctrinal integrity?
 - Beliefs/principles (biblical worldview)
 - Shared values (biblical character)
 - Code of conduct (godly behavior)
- How important is doctrinal integrity for your institution?

Relational Integrity



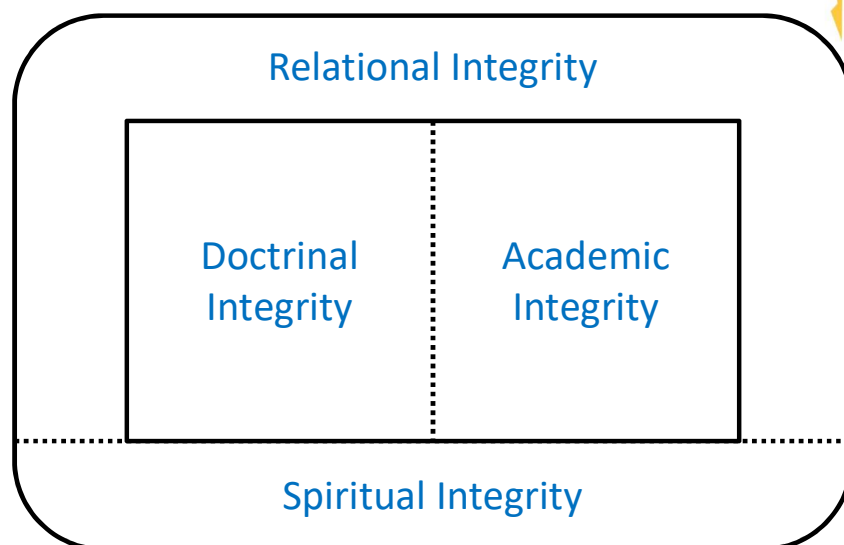
- The quality of interpersonal and organizational relationships within an institution and relations the institution has with others in society (i.e. family, churches, donors, etc).
- Specific focus area: Financial integrity
 - Recording income & expenses in a clean, transparent, and accountable way
 - Fund raising and dealing specific donations according to ethical standards
- How should we **define** and **promote** relational integrity?
 - Beliefs/principles (biblical worldview)
 - Shared values (biblical character)
 - Code of conduct (godly behavior)
- How important is relational integrity for your institution?

Spiritual Integrity



- A deep commitment to living authentically and ethically in accordance with one's spiritual beliefs and values.
 - The fear of the Lord is the beginning of wisdom
 - Promoting organizational piety and corporate spiritual maturity
 - “Supplement your faith with ... [godliness]” (2 Peter 1).
- Question: Are you concerned about what your lecturers do on Saturday and Sunday? Is their personal lifestyle and family life important for the teaching and learning of your institution?
- How should we **define** and **promote** spiritual integrity (piety)?
 - Beliefs/principles (biblical worldview)
 - Shared values (biblical character)
 - Code of conduct (godly behavior)
- How important is spiritual integrity for your institution?

Dimensions of INTEGRITY



Source & Cause of Integrity



- Titus 2:11-12 – “¹¹For the grace of God has appeared, bringing salvation for all people, ¹²training us to renounce ungodliness and worldly passions, and to live self-controlled, upright, and godly lives in the present age...”
- Genuine integrity cannot be produced artificially
- Institutional integrity is a grace of God given by God
- Institutional integrity in practice is requires wisdom

Upholding Authentic Integrity



- Practical steps to uphold institutional integrity
 1. Raise awareness
 2. Set expectations
 3. Enforce compliance
 4. Provide support
 5. Model the standard

Let's pray together for this grace!

