

BACKGROUND INFORMATION

You are an administrator in a moderately small but highly respected hospital known for its research, as well as the quality of care provided to patients. Much of the research carried out by the hospital is funded through grants and contracts with federal agencies. Consistent with federal guidelines, your hospital has an Institutional Review Board that is responsible for maintaining ethical standards in research involving human subjects. You are a member of this committee.

Review boards are charged with evaluating proposed projects with respect to the balance

DEVELOPING YOUR INITIAL SOLUTION

The research practices are listed in random order on the next page. Without discussing them with others in your group, rank these practices in order of their relative permissibility. To facilitate this process, you have been provided with a set of *Challenge Cards* (each of which corresponds to one of the 10 research practices), located on the perforated page attached to this booklet. After separating the cards, you can rearrange them to try out different sequences.

Once you have determined your rank order for the 10 research practices, record your



Ethical Decisions Challenge[™] **Participant's Booklet** **Page Sample**

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Research Practices

Rank the practices below from 1 (most permissible) through 10 (least permissible).

A	Giving compensation to subjects (e.g., paying them) for time spent in research not intended to benefit them directly.
B	Giving compensation commensurate with, or based on, the degree of risk to subjects.
C	Giving compensation to subjects for the purpose of inducing participation.
D	Withholding from subjects information about the design or purpose of the study when such information might influence their behavior or responses (and distort the measures or research results).



Organizational Change Challenge™ Participant's Booklet Page Sample

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Answer Grid								
	(1) Your Initial Solution	(2) Your Team's Solution	(3) Your Individual Solution	(4) The Experts' Solution	(5) Difference Between Columns 1 and 4	(6) Difference Between Columns 2 and 4	(7) Difference Between Columns 3 and 4	(8) Difference Between Columns 2 and 3
A								
B								
C								
D								
E								



Organizational Change Challenge™

Participant's Booklet

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