

FIT BETWEEN STUDENT CONDUCT ADMINISTRATORS'
PERSONAL VALUES AND PROFESSIONAL CODES OF ETHICS

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ABSTRACT

Student conduct administrators experience daily challenges pertaining to ethical decision making. Person-organization fit theory suggests that these ethical decisions are bolstered when personal values are congruent with the field's professional codes of ethics. This congruency has not been explored. The purpose of this quantitative study was to identify the most frequently held personal values of student conduct administrators who are members of the Association of Student Conduct Administration (ASCA). This study also explored fit between personal values held by student conduct administrators and values delineated in the fields' professional codes of ethics, represented by their primary foundational element, Kitchener's (1985) five principles of ethical decision-making. Finally, this study determined what demographic and personal attributes were associated with higher levels of fit in student conduct administrators. Specific demographics and personal attributes this study explored included years of experience, education level, degree institution, gender, age, past enrollment in ethics courses, participation in ethics training within the last year, standard of review utilized by employing institution, institution type, institution funding, institution religious affiliation, and religious participation. Results of the study showed significant differences in fit for student conduct administrators employed by religiously affiliated institutions. Further, student conduct administrators who had completed an ethics course were found to have higher levels of perceived fit.