

Safety Culture and Compliance



Disclaimer

The opinions expressed are those of the presenters and may not necessarily reflect Montana State University.





Group Guidelines



- Stories stay, lessons leave
- Make sure everyone is heard in your small group discussions
 - Limit your comments to a couple of sentences so that you don't dominate the discussion.
 - Three and me principle where you allow three people to speak before you speak again.
- Speak with the expectation you will be heard and listen with the opportunity to be changed.
- Use "I" statements so that you are speaking from your personal experience.
- Take risks and expect discomfort: We ask that you contribute to discussions and exercises by sharing your thoughts, feelings, and experiences. Sometimes this may involve personal discomfort and risk taking. It is up to you the degree of risk or disclosure you make.

Nick Childs

- Fuel Cell Engineer
- High School Science Teacher
- Came to MSU in 2006 for graduate school
- Graduated in 2013 and started teaching in the physics department
- Became Radiation Safety Officer in 2014
- Became Laser Safety Officer in 2019





**Indicators of a
Negative Safety
Culture**



**Indicators of a
Positive Safety
Culture**



**Compliance with
Negative Safety
Culture**

Negative Safety Culture

- Unknowledgeable
- Unsafe practices
- Repetitive problems

Positive Safety Culture

- Mentoring
- Communication
- Commitment

Compliance - Negative vs. Positive Culture

- Enforcement vs. Assistance
- Reactive vs. Proactive
- Building vs. Maintenance

Was there a triggering event that identified the need for improvement in compliance and your safety culture?

Occupational Safety and Health

Radiation/Chemical/Biological

Animal and Human Subjects

Conflict of Interest

Foreign Influence

Export Control

Uncrewed Aircraft Systems

Data security

Others?

Stories stay, lessons leave

Change Management



Duration



Integrity



**Institutional
Commitment**



Effort

Duration (3-5 Years)



Training



**Program
Commitments**



Follow Up

Duration - Training



**Knowledge and
Awareness**



**Best Practices and
Mitigation
Strategies**



Expectations



Institutional Risk

Duration – Program Commitments



Protocol



Procedures



Agreements

Duration – Follow Up

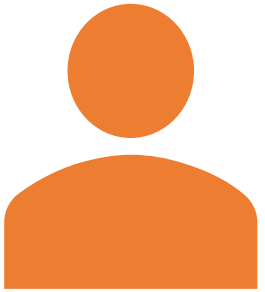
PERSONAL INTERACTIONS

**PROGRAM COMMITMENT
CHECK-IN**

**INSPECTIONS AND CORRECTIVE
ACTIONS**

RETRAINING AND REFRESHERS

Integrity



**Program
Officer**



Committee



**Safety and
Risks**



**Rules and
Regulations**

Integrity - Program Officer



- **Driver**
- **Caring**
- **Respectful**
- **Knowledgeable**
- **Compassionate**
- **Motivating**
- **Partner**
- **Teacher**
- **Mentor**
- **Patient**
- **Flexible**

Integrity - Committee



- Peers
- Knowledge
- Experience
- Support
- Collaboration
- Enforcement

Integrity – Safety and Risks



**Negative
Health Effects**



**Institutional
Risk**



**Loss of
Intellectual
Property**



**Loss of
License or
Authorization**

Integrity – Rules and Regulations

Identify

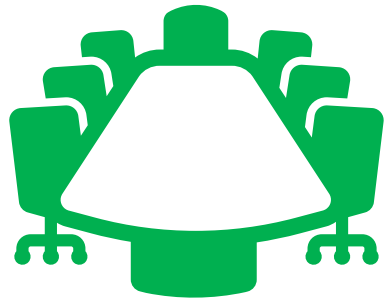


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graph TD; A[Identify] --> B[Understand]; B --> C[Implementation Strategies];
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Understand

Implementation Strategies

Institutional Commitment



**Leadership
Support**



Infrastructure



Personnel



**Management
Systems**

Effort

Trainings



Inspections



Paperwork



Management

Compliance and a Positive Safety Culture

- **Safety vs. Compliance**
- **Buy in vs. Forced in**
- **Teammates vs. Opponents**
- **Assistance vs. Enforcement**
- **Physical Presence vs. Digital Presence**
- **Corrected at the time of inspection vs. Violation**
- **Contacted vs. Reported**
- **Good Cop vs. Bad Cop (Officer vs. Committee)**
- **Office of Reasonable Compliance vs. Office of Research Compliance**