Safety Culture and Compliance
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?

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<th>Stories stay, lessons leave</th>
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<td>Others?</td>
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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 Refresher
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

Understand

Implementation Strategies
Institutional Commitment

Leadership Support
Infrastructure
Personnel
Management Systems
Effort

Trainings

Paperwork

Inspections

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