Given these difficulties, it is especially important to seek more general means of weighing the arguments for and against whistle-blowing; to take them up in public debate and in teaching; and to consider changes in organizations, law, and work practices that could reduce the need for individuals to choose between blowing and "swallowing" the whistle.[7]

Notes

1. I draw, for this chapter, on my earlier essays on whistle-blowing: "Whistle-blowing and Professional Responsibilities," in Daniel Callahan and Sissela Bok, eds., *Ethics Teaching in Higher Education* (New York: Plenum Press, 1980), pp. 277–95 (reprinted, "Blowing the Whistle," in Joel Fleishman, Lance Liebman, and Mark Moore, eds., *Public Duties: The Moral Obligations of Officials* (Cambridge, Mass.: Harvard University Press, 1981), pp. 204–21.
2. Institute of Electrical and Electronics Engineers, Code of Ethics for Engineers, art, 4, *IEEE Spectrum* 12 (February 1975): 65.
3. Code of Ethics for Government Service, passed by the U.S. House of Representatives in the 85th Congress, 1958, and applying to all government employees and officeholders.
4. Consider the differences and the overlap between whistle-blowing and civil disobedience with respect to these three elements. First, whistle-blowing resembles civil disobedience in its openness and its intent to act in the public interest. But the dissent in whistle-blowing, unlike that in civil disobedience, usually does not represent a breach of law; it is, on the contrary, protected by the right of free speech and often encouraged in codes of ethics and other statements of principle. Second, whistle-blowing violates loyalty, since it dissents from within and breaches secrecy, whereas civil disobedience need not and can as easily challenge from without. Whistle-blowing, finally, accuses specific individuals, whereas civil disobedience need not. A combination of the two occurs, for instance, when former CIA agents public books to alert the public about what they regard as unlawful and dangerous practices, and in so doing openly violate, and thereby test, the oath of secrecy that they have sworn.
5. Judith P. Swazey and Stephen R. Scheer suggest that when whistle-blowers expose fraud in clinical research, colleagues respond *more* negatively to the whistle-blowers who report the fraudulent research than to the person whose conduct has been reported. See "The Whistleblower as a Deviant Professional: Professional Norms and Responses to Fraud in Clinical Research," Workshop on Whistleblowing in Biomedical Research, Washington, D.C., September 1981.
6. See Robert J. Baum and Albert Flores, eds., *Ethical Problems in Engineering* (Troy, N.Y.: Center for the Study of the Human Dimension of Science and Technology, 1978), pp. 227–47.
7. Alal Westin discusses "swallowing" the whistle in *Whistle Blowing!*, pp. 10–13. For a discussion of debate concerning whistle-blowing, see Rosemary Chalk, "The Miner's Canary," Bulletin of the Atomic Scientists 38 (February 1982): pp. 16–22.

8

The Ethics of Systems Design

The authors assert that people who use or design computer systems are morally responsible for any resulting harm. They discuss existing computer practices that increase the tendency for users and designers to feel little responsibility for harmful outcomes. To correct this problem the authors suggest alternative approaches to computer system design.

Batya Friedman and Peter H. Kahn, Jr.

Societal interest in responsible computing perhaps most often arises in response to harmful consequences that can result from computing. For instance, consider the frustration and economic loss incurred by individuals and businesses whose computer systems have been infected by . . . computer viruses. Or consider the physical suffering and death of the cancer patients who were overradiated by Therac-25, or of civilians accidentally bombed in the Persian Gulf war by "smart" missiles gone astray. Largely in reaction to events like these, we have in recent years seen a surge of interest in preventing or at least minimizing such harmful consequences. But if responsible computing is to be understood as something more than a form of damage control, how are we to understand the term? Moreover, how can responsible computing be promoted within the computing community?

Design to Support Human Agency and Responsible Computing

[W]e propose that responsible computing often depends on humans' clear understanding that humans are capable of being moral agents and that computational systems are not. However . . . this understanding can be distorted in one of two ways. In the first type of distortion, the computational system diminishes or undermines the human user's sense of his or her own moral agency. In such systems, human users are placed into largely mechanical roles, either mentally or physically, and frequently have little understanding of the larger purpose or meaning of their individual actions. To the extent that humans experience a diminished sense of agency, human dignity is eroded and individuals may consider themselves to be largely un-

accountable for the consequences of their computer use. Conversely, in the second type of distortion the computational system masquerades as an agent by projecting intentions, desires, and volition. To the extent that humans inappropriately attribute agency to such systems, humans may well consider the computational systems, at least in part, to be morally responsible for the effects of computer-mediated or computer-controlled actions.

Accordingly, to support humans' responsible use of computational systems, system design should strive to minimize both types of distortion. That is, system design should seek to protect the moral agency of humans and to discourage in humans a perception of moral agency in the computational system. How might design practices achieve these goals? Given that little research exists that addresses this question directly, we seek to provide some initial sketches by examining three types of computer practices.

Anthropomorphizing the Computational System

Anthropomorphic metaphors can be found in some of the definitions and goals for interface design. For example, some interfaces are designed to "use the process of human-human communication as a model for human-computer interaction" ([1], p. 86), to "interact with the user similar to the way one human would interact with another" ([1], p. 87), or to be "intelligent" where intelligence is based on a model of human intelligence. When such anthropomorphic metaphors become embedded in the design of a system, the system can fall prey to the second type of distortion by projecting human agency onto the computational system.

Moreover, even in unsophisticated designs of this type, there is some evidence that people do attribute agency to the computational system. For example, Weizenbaum [2] reported that some adults interacted with his computer program DOCTOR with great emotional depth and intimacy, "conversing with the computer as if it were a person" (p. 7). In a similar vein, some of the children Turkle [3] interviewed about their experiences with an interactive computer game called Merlin that played Tic-Tac-Toe attributed psychological (mental) characteristics to Merlin. For example, children sometimes accused Merlin of cheating, an accusation that includes a belief that the computer has both the intention and desire to deceive. In another example, Rumelhart and Norman [4] attempted to teach novices to use an editing program by telling the novices that the system was like a secretary. The novices drew on this human analogy to attribute aspects of a secretary's intelligence to the editing system and assumed (incorrectly) that the system would be able to understand whether they intended a particular string of characters to count as text or as commands.

While these examples of human attribution of agency to computational systems have largely benign consequences, this may not always be the

case. Consider Jenkins' [5] human factors experiment that simulated a nuclear power plant failure. In the experiment, nuclear power plant operators had access to an expert system to aid them in responding to the plant failure. Although previously instructed on the expert system's limitations, . . . the "operators expected that the expert system implemented in the computer 'knew' about the failures of the cooling system without being told. The system [however] was neither designed nor functioned as an automatic fault recognition system" (p. 258). Jenkins attributed this overestimation of the system's capabilities to the power plant operators' expectations for the expert system to know certain information, presumably the type of information that any responsible human expert would know or attempt to find out in that situation.

Because nonanthropomorphic design does not encourage people to attribute agency to the computational system, such designs can better support responsible computing. To clarify what such design looks like in practice, consider the possibilities for interface design. Without ever impersonating human agency, interface design can appropriate pursue such goals as learnability, ease and pleasure of use, clarity, and quick recovery from errors. In addition, nonanthropomorphic interface design can employ such techniques as novel pointing devices, nonanthropomorphic analogies, speech input and output, and menu selection. Or consider the characteristics of another plausible technique: direct manipulation. According to Jacob [6], direct manipulation refers to a user interface in which the user "seems to operate directly *on* the objects in the computer rather than carrying on a dialogue *about* them" (p. 166). For example, the Xerox Star desktop manager adapted for systems such as the Apple Macintosh uses images of standard office objects (e.g., files, folders, and trash cans) and tasks to represent corresponding objects and functions in the editing system [7]. In this environment, disposing of a computer file is achieved by moving the image of the file onto the image of the trash can, akin to disposing of a paper file by physically placing the file in a trash can. There is no ambiguity in this direct manipulation interface as to who is doing the acting (the human user) and what the user is acting upon (objects in the computational system). The defining characteristics of direct manipulation suggest that this technique would not lead to projecting human agency onto the system. This is because direct manipulation involves physical action on an object as opposed to social interaction with an other as an undenying metaphor. Additionally, direct manipulation seeks to have the human user directly manipulate computational objects, thereby virtually eliminating the possibility for the human user to perceive the computer interface as an intermediary agent.

Nonanthropomorphic design considerations fit within a larger vision for interface design that is already part of the field. For example, Shneiderman

[8] draws on Weizenbaum [2] to advocate design that "sharpen[s] the boundaries between people and computers . . . [for] human-human communication is a poor model for human-computer interaction" (p. 434). More recently, Shneiderman [9] writes that "when an interactive system is well designed, it almost disappears, enabling the users to concentrate on their work or pleasure" (p. 169). Winograd and Flores [10] similarly advocate the design of nonanthropomorphic computer tools that provide a transparent interaction between the user and the resulting action. "The transparency of interaction is of utmost importance in the design of tools, including computer systems, but it is not best achieved by attempting to mimic human faculties" (p. 194). When a transparent interaction is achieved, the user is freed from the details of using the tool to focus on the task at hand. The shared vision here is for the interface to "disappear," not to intercede in the guise of another "agent" between human users and the computational system.

Delegating Decision Making to Computational Systems

When delegating decision making to computational systems, both types of distortions can occur. The discussion that follows examines these distortions in the context of the APACHE system [11, 12]. More generally, however, similar analyses could be applied to other computer-based models and knowledge-based systems such as MYCIN [13] or the Authorizer's Assistant used by the American Express Corporation [14].

APACHE is a computer-based model [designed to determine] when to withdraw life support systems from patients in intensive care units. Consider the nature of the human-computer relationship if APACHE, used as a closed-loop system, determines that life support systems should be withdrawn from a patient, and then turns off the life support systems. In ending the patient's life the APACHE system projects a view of itself to the medical personnel and the patient's family as a purposeful decision maker (the second type of distortion). Simultaneously, the system allows the attending physician and critical care staff to distance or numb themselves from the decision making process about when to end another human's life (the first type of distortion).

Now, in actuality, at least some of the researchers developing APACHE did not recommend its use as a closed-loop system, but as a consultation system, one that recommends a course of action to a human user who may or may not choose to follow the recommendation [11]. These researchers wrote: "Computer predictions should never dictate clinical decisions, as very often there are many factors other than physiologic data to be considered when a decision to withdraw therapy is made" (p. 1096). Thus, used as a consultation system, APACHE [would function] as a tool to

aid the critical care staff with making difficult decisions about the withdrawal of therapy. Framed in this manner, the consultation system approach seems to avoid the distortions of human agency described above: the consultation system does not mimic purposeful action or inappropriately distance the medical staff from making decisions about human life and death.

In practice, however, the situation can be more complicated. Most human activity, including the decision by medical personnel to withdraw life support systems, occurs in a web of human relationships. In some circumstances, because a computational system is embedded in a complex social structure human users may experience a diminished sense of moral agency. Let us imagine, for instance, that APACHE is used as a consultation system. With increasing use and continued good performance by APACHE, it is likely that the medical personnel using APACHE would develop increased trust in APACHE's recommendations. Over time, these recommendations would carry increasingly greater authority within the medical community. Within this social context, it may become the practice for critical care staff to act on APACHE's recommendations somewhat automatically, and increasingly difficult for even an experienced physician to challenge the "authority" of APACHE's recommendation, since to challenge APACHE would be to challenge the medical community. But at this point the open-loop consultation system through the social context has become, in effect, a closed-loop system wherein computer prediction dictates clinical decisions.

Such potential effects point to the need to design computational systems with an eye toward the larger social context, including long-term effects that may not become apparent until the technology is well situated in the social environment. Participatory design methods offer one such means [15, 16]. Future users, who are experienced in their respective fields, are substantively involved in the design process. As noted at a recent conference [17], Thoresen worked with hospital nurses to design a computer-based record-keeping system. In the design process, nurses helped to define on a macro level what institutional problems the technology would seek to solve, and on a micro level how such technological solutions would be implemented. From the perspective of human agency, such participatory design lays the groundwork for users to see themselves as responsible for shaping the system's design and use.

Delegating Instruction to Computational Systems

Instructional technology programs that deliver systematically designed computer-based courseware to students can suffer from the first type of distortion—computer use that erodes the human user's sense of his or her own

agency. Often absent from this type of instructional technology is a meaningful notion of the student's responsibility for learning. Johnsen and Taylor [18] have discussed this problem in a paper aptly titled "At cross-purpose: instructional technology and the erosion of personal responsibility." According to Johnsen and Taylor, instructional technology "define[s] responsibility operationally in the context of means/ends rationality. The singular responsibility for a student's education becomes identified with the success of the program" (p. 9). They further point to the logical conclusion of this educational view for students, parents, teachers, and government: failure to educate comes to mean that the instructional technology failed to teach, not that students failed to learn.

As an example of this type of instructional technology, consider how the GREATERP intelligent tutoring system (described in [19]) for novice programmers in LISP handles students' errors. When GREATERP determined that the student entered "incorrect" information, the tutor interrupted the student's progress toward the student's proposed solution (viable or not) and forced the student to backtrack to the intelligent tutor's "correct" solution. Thus GREATERP assumed responsibility not only for student learning but also for preventing student errors along the way and for the process of achieving a solution. In so doing, this intelligent tutoring system—and other comparable instructional technology programs—can undermine the student's sense of his or her own agency and responsibility for the educational endeavor.

In contrast, other educational uses of computing promote students' sense of agency and active decision making. For example, just as consultation systems can to some degree place responsibility for decision making on the human user, so educational uses of computer applications software (e.g., word processors, spreadsheets, data bases, microcomputer-based labs) can place responsibility for learning on the student. With computer applications students determine when the applications would be useful and for what purposes, and evaluate the results of their use. Moreover, the social organization of school computer use can contribute to students' understanding of responsible computing. As with participatory design, consider the value of student participation in creating the policies that govern their own school computer use. For example, as discussed in an article by Friedman [20], students can determine the privacy policy for their own electronic mail at school. To establish such a privacy policy, "students must draw on their fundamental understandings of privacy rights to develop specific policies for this new situation. In turn, circumstances like these provide opportunities for students not only to develop morally but to make decisions about a socially and computationally powerful technology, and thus to mitigate a belief held by many people that one is controlled by rather than in control of technology." Through such experiences, students can learn that humans

determine how computer technology is used and that humans bear responsibility for the results of that use.

Conclusion

We argued initially that humans, but not computers (as they can be conceived today in material and structure), are or could be moral agents. Based on this view, we identified two broad approaches by which computer system design can promote responsible computer use. Each approach seeks to minimize a potential distortion between human agency and computer activity. First, computational systems should be designed in ways that do not denigrate the human user to machine-like status. Second, computational systems should be designed in ways that do not impersonate human agency by attempting to mimic intentional states. Both approaches seek to promote the human user's autonomous decision making in ways that are responsive to and informed by community and culture.

What we have provided, of course, are only broad approaches and design sketches. But if we are correct that human agency is central to most endeavors that seek to understand and promote responsible computing, then increased attention should be given to how the human user perceives specific types of human-computer interactions, and how human agency is constrained, promoted, or otherwise affected by the larger social environment. In such investigations, it is likely that research methods can draw substantively on existing methods employed in the social-cognitive and moral-developmental psychological fields. Methods might include 1) semi-structured hypothetical interviews with participants about centrally relevant problems [21–25]; 2) naturalistic and structured observations [26–28]; and 3) semistructured interviews based on observations of the participant's practice [29–31]. Of note, some anthropologists [32] and psychologists [33] working in the area of human factors have with some success incorporated aspects of these methods into their design practices.

A final word needs to be said about the role of moral psychology in the field of computer system design. As increasingly sophisticated computational systems have become embedded in social lives and societal practices, increasing pressure has been placed on the computing field to go beyond purely technical considerations and to promote responsible computing. In response, there has been, understandably, a desire to know the "right" answer to ethical problems that arise, where "right" is understood to mean something like "philosophically justified or grounded." We argue that there is an important place for philosophical analyses in the field. But philosophy seldom tells us how or why problems relevant to a philosophical position involving computing occur in practice, let alone what can most effectively resolve them. Such issues require empirical data that deal substantively with the psychological reality of humans. Thus, by linking our technical pursuits

with both philosophical inquiry and moral-psychological research, responsible computing can be enhanced as a shared vision and practice within the computing community.

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M. David Ermann
Michele S. Shauf

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