



Adrian College

Institute for Ethics Newsletter

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<http://ethics.adrian.edu>

Adrian College Institute for Ethics

In this issue

<i>Brown Bag Series</i>	1, 3,
<i>Elie Wiesel Prize</i>	1
<i>MCF Program</i>	2
<i>Forum</i>	2
<i>Codes of Ethics</i>	3
<i>Ethical Question of the Month</i>	3
<i>Armstrong Book Excerpts</i>	4

Corporate Culture and Ethics

On Thursday, October 10, 2013 we welcome guest David Casterline with his Brown Bag presentation titled "Corporate Culture and Ethics".

Mr. Casterline is the Corporate Director of Communications at Armstrong International. Armstrong International manufacturing company is very highly respected in the business community for the ethical culture they have created within the organization. It is unique in its approach to ethics seeing it not merely as a component of corporate life but the basis of it. David is regularly sought out by Fortune 50 companies for his help to integrate ethics into



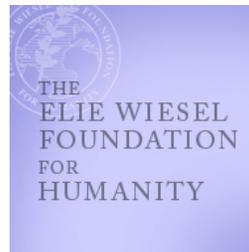
David Casterline

their corporate structures. Armstrong International, through David Casterline, is also a major force behind the Michigan Colleges Foundation's Ethics Certification Program.

Elie Wiesel Ethics Essay Contest

The Elie Wiesel Foundation offers an annual essay contest for registered undergraduate full-time Juniors or Seniors. In addition to four other cash prizes, first prize is worth \$5,000. Suggested topic asks that you "Articulate with clarity an ethical issue that you have encountered and analyze what it has taught you about ethics and yourself." You can however,

write about any topic as long as it explores an ethical theme. Each entry must have a Faculty Sponsor.



This is a great opportunity to explore an ethical topic from your point of view. To see essay examples, the book An Ethical Compass: Coming of Age in the 21st Century, is a collection of prize-winning essays from the past two decades. For additional information, please the Institute for Ethics.

2013-14

Brownbag Dates

- Oct 10, 2013
- Nov 7, 2013
- Jan 16, 2014
- Feb 13, 2014
- Mar 13, 2014
- Apr 10, 2014

Michigan Colleges Foundation Ethics Certification Program

Calling all Sophomores and Juniors!

The Michigan Colleges Foundation and the Adrian College Institute for Ethics have started a pilot program on granting Ethics Certification, in particular students majoring in Accountancy/Business Administration, Exercise Science and Physical Education, Communication Arts and Sciences, and Social work, but others are encouraged to apply. The pro-

gram requires a discipline related class which has incorporated ethical reflection, a formal course in ethics (Phil 104), a case study response, a minimum GPA of 3.0 and no formal violations of academic integrity.

The program can be completed in 1 to 3 years. Two to three students may be accepted annually.

Students interested should contact Dr. Fritz Detwiler, Director of the Institute for Ethics at fdetwiler@adrian.edu by the end of Fall term.

In addition to the Certificate, students completing this program may earn a \$500.00 reward!

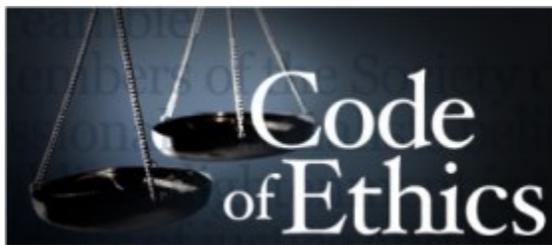
Forum: Education

Planning for our next forum is in the works. Please mark your calendars. The forum will be held in Dawson Auditorium on November 12th at 7:00 p.m. Co-sponsored by the Institute for Education, this forum will address the question: "What is the purpose of school and what steps do we need to take to achieve it?" The invited panelists include school Board members, administrators, parents and teachers. Additional information will be coming soon.



Spring 2013 Forum on Native American Mascots and Imagery

Codes of Ethics Across the Curriculum



In 2011, we embarked on a mission to create a collection of links from our colleagues pertaining to Codes of Ethics relating to their fields of study. The links can be found on the Adrian College Institute page at <http://adrian.edu/academics/institutes/ethics/>.

We are again updating and collecting links. Please take a look at our page to see if you can add any links related to your field and email us at ethics@adrian.edu.

Ethical Question of the Month

The Institute for Ethics offers a new option for students to investigate ethical issues related to their fields of study and issues in current events. An ethical question will be posed in our newsletter, on Facebook and on our web page <http://ethics.adrian.edu>. Students can submit their answers directly via the webpage or via email to ethics@adrian.edu. This is a contest where the winning submission will offer the student an opportunity to present their case publicly, a certificate of recognition and add an impressive line item to add to their resume.

October 2013 Education related Ethical Question (entry date extended)

Provide the best ethical argument for or against society's role in reducing student loan debt.

November 2013 Ethical Question will address an issue related to Criminal Justice

ETHICAL QUESTION OF THE MONTH CHECKLIST

- ___ I have identified the ethical problem.
- ___ I have identified the reason why it is an ethical problem.
- ___ I have proposed a solution to the problem.
- ___ I have given my reason(s) for the solution employing an ethical principle or value*
- ___ I have considered the implications of my decision for the stakeholders involved.

GUIDELINES

The submission should be no more than 300 words. It should contain proper grammar, spelling, etc. It should be submitted on line via the Institute for Ethics Webpage (ethics.adrian.edu) or via email to ethics@adrian.edu

It will be due by Friday, October 25, 2013. The winning entry will be announced in the October Ethics Institute Newsletter.

*ETHICAL PRINCIPLES OR VALUES

justice	rights and obligations
fairness	compassion
happiness	consequences
pleasure	moral worth
virtue/vice	care
duty	character

Brown Bag

On November 7th, our guest is **Matthew J. Haberkorn Jr.** former Marketing Administration Manager for a subsidiary of Teledyne. In 1974, he became an independent contractor that specialized in the sale and implantation of cardiac pacemakers.

From 1992-1999, "Mick" volunteered to investigate health care fraud and abuse in an undercover" capacity with an Agency of the Federal Government and received the U.S. Inspector General's Integrity Award for contributions to the Mission of The Office of The Inspector Gen-

eral. Mick's mission statement is "to inculcate in men and women that spirit of 'Raising The Ethical Bar' and 'Lighting The Flame' so as to make our world a better and brighter place.

Excerpts from “Hanging by a Thread: The Erosion of the Golden Rule in America”

Armstrong International has a stellar international reputation for the ethical culture they have created within the workplace and the ethical principles that guide their business dealings. The fundamental principles and applications that guide Armstrong’s actions are detailed in David M. Armstrong’s *Hanging by a Thread: The Erosion of the Golden Rule in America*. The following describes necessity of corporate ethics and provides an example of how Armstrong International works.

Workplace Ethics

According to data collected by the 2005 National Business Ethics Survey (NBES), more than half of American workers have observed at least one type of ethical misconduct in the workplace, a slight increase from 2003, despite an increase in workers’ awareness of formal ethics programs. The survey also found reporting of misconduct was down by 10 percentage points. The survey of more than 3,000 American workers analyzes trends in workplace ethics, the implementation of formal programs, the ethical culture within organizations, the impact of programs, and factors that pose risk of misconduct. Some of its key findings include the following:

- 52% of employees observed at least one type of misconduct in the workplace in the past year, with 35% of those observing at least two or more violations.
- 69% of employees report their

organizations implement ethics training, up 14 percentage points from 2003 survey.

- 65% of employees indicated their organizations have a place they can seek ethics advice.
- 55% of employees who observed misconduct at work reported it to management, down 10 percentage points from 2003 survey.

One critical finding of the 2005 survey is the importance of an ethical culture in organizations—the informal and social system that sets norms for the employee behavior and tells employees how things really work in that organization. The survey measures elements of an ethical culture such as the ethics-related actions of employees at all levels and perceptions of accountability for ethics violations.

All together now: “Armstrong will fire you for stealing. We’ll do the same thing for lying.”

Employees in organizations with a weak ethical culture reported a much higher level of observing at least one type of misconduct than employees in organizations with a strong ethical culture like Armstrong International, Inc. were more likely to report the misconduct than those in weak culture organizations (79% compared to 48%).

Culture had a stronger impact on the results of outcomes reported

by employees than did formal ethics and compliance programs. In 2004, the U.S. Sentencing Commission recognized the importance of a strong ethical culture for organizational compliance. “Creating a strong ethical environment should be a top priority of all companies,” said Patricia Harned, President of the Ethics resource Center. “We know formal programs are critical and work well initially, but we must now focus greater attention on building the right culture in which programs operate. This data shows, for example, that management needs to lead by example to set the tone throughout the whole organization.

Ethical Culture & “The Cafeteria”

At 11:55 a.m. every workday a whistle blows. It’s lunchtime. And as you enter the Armstrong cafeteria, nothing—at first—appears out of the ordinary. There are picnic tables, refrigerators filled with sandwiches and soft drinks for sale, coffee machines, microwaves, candy machines . . . But wait a minute. The vending machines are unlocked, and there is no cash register. There is no one watching either the food or the money. The cafeteria is run completely on the honor system. Employees pay for their food by putting their money into an open coin box. On a typical day the box will be filled with well over \$100. This system works just fine.

From Hanging by a Thread: The Erosion of the Golden Rule in America by David M. Armstrong 2008. Used by permission.