

# University of Northern Iowa



## Ethics in Organizations Symposium

### UNI Office of Research and Sponsored Programs

**Friday, October 18, 2013**



# Ethics is Critical to UNI's Success: EthicsPoint Information:



– Dear Colleagues:

The University is committed to excellence in intellectual vitality, teaching, student learning, ethics, and service. As part of this commitment to ethics and compliance with fiduciary responsibilities that are of the highest ethical standards, the University endeavors to protect, preserve, and enhance our resources. Therefore, in adopting best practices that stem from the Sarbanes-Oxley Act of 2002, the University and all Iowa Regents institutions have contracted with a third party reporting firm, EthicsPoint, to provide a confidential and anonymous reporting option.

This reporting system allows an individual to make an anonymous report of inappropriate financial misconduct or concerns either through a customized Web site [https://secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=10957](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=10957) or by placing a toll free call to 1-866-384-4277. Individuals reporting an incident have the option to remain anonymous and designated administrators at UNI will receive the reports. The University is committed to safeguarding the confidentiality of individuals who submit reports to EthicsPoint.

This process is being implemented to demonstrate the state of Iowa's strong commitment to ethical conduct as well as provide guidance and accountability in our operations. It is intended to supplement existing reporting systems and resources, as you are still encouraged to continue reporting concerns directly with applicable departments or programs.

I appreciate your cooperation as we continue to protect, preserve, and enhance our resources and move forward with these fiscal reporting systems. My sincerest thanks to all who are good stewards of our resources and who uphold the highest standards of accountability.



**Ethics is more than just Financial...Its behavioral:**



- **Organization Behavior**

- **The behavior of individuals, groups and the structures surrounding them on the performance and effectiveness of organizations**
- **Organizational behavior and organizational communication are drivers of ethical behavior and ethical success for organizations**
- **Organizational Behavior → Ethical Organizations**



**• Behavior is, and always has been, a function of its consequences**

# Learning



- Learning is a:
  - Relatively Permanent
  - Change in Behavior that results from
  - Reinforced
  - Practice or Experience



Positive (+)

Negative (-)

Applied

**Positive Reinforcement**

**Punishment**

Withheld

**Extinction**

**Negative Reinforcement**





- **Ethical Organizations:**

- **Do the Right Things Even when no one is looking**
- **Develop norms and roles that model Ethical Behavior through discussion, dialogue, agreement, disagreement, and example**
- **At UNI, we work hard in five areas:**
  - **Scholarship;**
  - **Students;**
  - **Colleagues;**
  - **The University; and**
  - **The larger Community that the university serves.**

# Thank You for Your Support!



## QUESTIONS AND COMMENTS