

**82% of employees** say they would **prefer to be paid less and work for a company with ethical business practices** than receive higher pay at a company with questionable ethics.

—LRN Ethics Study: Employee Engagement, 2007

When over 75% of employees stated they were overall satisfied with their companies ethics, they averaged **11% more improvement in their stock price** compared with companies who didn't.

—The Real Cost of Bribery, Forbes, 11/05/2013

In the US more than **50%** of the **largest corporate bankruptcies** have happened **due to unethical business practices**, costing nearly 10% of the U.S. gross domestic product in 2011.

—Fortune's "100 Best Companies to Work For"

A blind survey found that **customers** were willing to **pay**, on average, **65% more** for the same coffee made from a company with an **ethical reputation** than from a company with a non-ethical reputation.

—Does Being Ethical Pay, The Wall Street Journal, 2008



OK ETHICS®

# The OK Ethics Awards

Promoting Integrity at Work  
[www.OKEthics.org](http://www.OKEthics.org)

2017



# THE OK ETHICS STORY

**Who Knew?** Certainly not the handful of people who started a small discussion group in the fall of 2003. That little group grew by word-of-mouth to nearly double attendance at every meeting for the first few months. By the spring of 2016, the Oklahoma Business Ethics Consortium had grown to **over 100 companies**. And, this was primarily accomplished through the efforts of dedicated volunteers.

What started in Oklahoma City as a grassroots effort, kicked into high gear during the summer of 2004, when business leaders and educators from Tulsa and Oklahoma City gathered for a strategic planning session in Stroud, Oklahoma. By then, we figured we were “onto something big” and decided to formalize into what has become known as “OK Ethics.” The purpose became clear: to help one another in reinforcing standards of ethical behavior while remaining true to our humble roots.

**Now We Know!** Most business leaders truly care about integrity in the workplace. In addition to the Consortium’s regular monthly forums on ethical issues, **OK Ethics has annually hosted The OK Ethics Awards since 2006**, honoring businesses, non-profits and educational institutions that have uplifted our communities by promoting strong principles, ethical leadership and integrity.

**Student Initiatives:** At the same time that the Consortium was launched, the OK Ethics Foundation was established to reinforce high standards of integrity among students on various campuses throughout the state. Through OK Ethics’ support of local, regional and national ethics competitions, our students have excelled in demonstrating Oklahoma’s legacy of honorable behavior and moral courage. It has greatly expanded academic initiatives and is now known as the SEED Foundation. For more information, see page 13.



The Oklahoma Business Ethics Consortium is a non-profit organization for business leaders dedicated to promoting Oklahoma values of integrity in the workplace.

**For more information, visit [OKEthics.org](http://OKEthics.org).**

## PINNACLE MEMBERS



## NAVIGATOR MEMBERS



## STAR MEMBERS



Citizen Potawatomi Nation



**JOIN OVER 100 COMPANIES  
IN PROMOTING INTEGRITY AT WORK.**

# HORIZON MEMBERS



# LEADING MEMBERS



# TRAILBLAZER MEMBERS



# FRONTIER MEMBERS



# NON-PROFIT FRONTIER MEMBERS





# OK Ethics *2017* Executive Pilot Award **PIERCE NORTON**

“**P**ierce Norton not only encourages the ONE Gas team to participate in OK Ethics events, but he’s right there with them. That’s one reason that we are inspired by him – he epitomizes leadership in his words and deeds,” said nominator Lynn Flinn, OK Ethics Co-Founder (Tulsa Chapter).

ONE Gas is an OK Ethics’ top level Pinnacle member that is represented each month by sixteen or more team members in Oklahoma City and Tulsa. Not only that, but ONE Gas employees are among the first to volunteer to help when needed. The OK Ethics Board of Directors believes that is a reflection, not only on the character of the company, but the leadership’s support of promoting the best standards of ethical conduct.

Mr. Norton became president and chief executive officer of ONE Gas and a member of the ONE Gas Board of Directors when ONEOK separated its natural gas distribution business in January 2014.

He began his natural gas career with Delhi Gas Pipeline, a subsidiary of Texas Oil and Gas Corporation. He later worked for American Oil and Gas, KN Energy

and Bear Paw Energy. Prior to ONE Gas becoming a stand-alone publicly traded company from ONEOK Inc., he served as Executive Vice President - Commercial of ONEOK and ONEOK Partners.

Mr. Norton is chair of the American Gas Association’s board of directors. He also serves on the boards of Tulsa Community College Foundation, Oklahoma Center for Community and Justice, and Tulsa Community Foundation.

An Alabama native, Mr. Norton earned a Bachelor of Science degree in mechanical engineering in 1982 from the University of Alabama in Tuscaloosa. In 2016 he was named a Distinguished Engineering Fellow by The University of Alabama College of Engineering. He is also a graduate of Harvard Business School’s Advanced Management Program.

### About the OK Ethics Executive Pilot Award:

Each year, the OK Ethics Board of Directors selects an individual who has demonstrated support of OK Ethics, epitomizes our Oklahoma values and uses their talents to promote integrity in our community. In doing so, we recognize that positive outcomes are not created by people who are perfect, but by those who consistently and sincerely strive to do the right thing.

## *Honoring Pilot Award Recipients*

— 2016 —	— 2015 —	— 2014 —	— 2013 —	— 2012 —	— 2011 —	— 2010 —	
							
<b>PETER M. DOBELBOWER</b> <i>Hobby Lobby Stores, Inc.</i>	<b>ROBYN EWING</b> <i>The Williams Companies</i>	<b>JIM PRIEST</b> <i>Sunbeam Family Services</i>	<b>JACQUE FIEGEL</b> <i>Central Oklahoma Region for Prosperity Bank</i>	<b>THOMAS LEGAN</b> <i>Central Oklahoma Region for Prosperity Bank</i>	<b>LARRY NICHOLS</b> <i>Devon Energy</i>	<b>TED STREULI</b> <i>The Journal Record</i>	<b>TOM HILL</b> <i>Kimray, Inc.</i>

*OK Ethics is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.*

# BOARD OF DIRECTORS



**TODD LISLE**  
Chairman  
BKD, LLC



**LYNN FLINN**  
Founder, Tulsa Chapter  
The Rowland Group



**SHANNON WARREN**  
Founder/CEO  
Warren Consulting LLC



**SHANNON HIEBERT**  
Vice President,  
Mentoring & Education  
Enterprise Holdings



**DAVID MAYFIELD**  
Treasurer  
David Mayfield, CPA, PLLC



**LYNDA MOBLEY**  
Vice President, Membership  
ONE Gas



**DANIEL YUNKER**  
Vice President, Public Relations  
Kimray, Inc.



**TRAVIS JONES**  
Vice President, Fun &  
Organizational Spirituality  
Career Development Partners



**BRANDON PECK**  
Vice President,  
Risk Management  
Devon Energy Corporation



**BOB BYRNE**  
Chief Diplomat  
USAF, Boeing (Retired)



**SHERRY NELSON**  
Vice President, Compliance  
WPX Energy



**MYRNA SCHACK LATHAM**  
Founding Member  
McAfee & Taft Law Firm



**STEPHANIE CIPOLLA**  
Director  
Cherokee Nation Businesses



**JIM PRIEST**  
Director  
Sunbeam Family Services



**OSCAR WOMACK**  
Director  
Coherent Contracts

## HALL OF FAME

### Director Emeritus Members

*We honor these individuals who have contributed so much to the success of OK Ethics. As non-voting Emeritus members, we still rely on their wisdom, organizational knowledge, commitment to OK Ethics Guiding Principles and historical perspectives.*



**JANICE DOBBS**  
Director Emeritus, Founding Member  
Devon Energy Corporation (Retired)



**VALERIE FRIED**  
Director Emeritus, Founding Member  
Chicago Title



**GARY GEIST**  
Director Emeritus; Past President  
The Dean McGee Eye Institute



**ROB MARTINEK**  
Director Emeritus  
The Bama Companies (Retired)



**KELLIAN SCHNEIDER**  
Director Emeritus  
FullForce Marketing & Brand Development

## Want to get involved?

OK Ethics is a volunteer-driven organization. If you would like to join other like-minded business leaders in promoting integrity at work, we invite you to **call (405) 858-2233** or **email [okethics@okethics.com](mailto:okethics@okethics.com)** for opportunities.

## About the Community Impact Awards

The OK Ethics Community Impact Awards Program was implemented in 2012, inspired by the OK Ethics Compass Awards process that began in 2006 and was based on Malcolm Baldrige criteria. The Selection Team at that time was headed by Mike Strong, former Director of Oklahoma Quality Award Foundation, and Edith Steele, former Director of the Oklahoma Accountancy Board. We are grateful for their wisdom and leadership in spearheading this initiative.

It was realized that special recognition should be given to organizations, including non-profits, that were making a positive impact, specifically in promoting Oklahoma values of integrity in our communities. ONEOK was the first recipient of this award, based on their significant contribution toward funding an endowed chair position at the University of Tulsa. As of 2017, OK Ethics has recognized nearly 40 organizations for their outstanding efforts.

- I) **Education:** Organizations honored in this category have demonstrated an ability to engage students and faculties in initiatives that significantly promote ethical behavior on Oklahoma campuses. Efforts are assessed based on the width and depth of these endeavors. For example, while monetary outreach is a consideration, the selection team is also interested in other factors, such as the number of individuals impacted and the degree to which the initiatives have made a positive difference.
- II) **Community:** Organizations honored in this category have made significant outreach efforts that serve to uplift the community, specifically by promoting strong principles, ethical leadership and integrity.

## Community Impact Award Leaders

*Congratulations to this year's top Community Impact Award honorees!*

**OKCharacter.org**  
An Affiliate of Character.org



The Oklahoma Center for Character Education, which does business as OKcharacter.org, is a 501c3 Oklahoma organization that equips public, charter, and private schools throughout Oklahoma to implement research-based practices for positive culture development. At the heart of their mission is the desire to help students develop the virtues necessary to become caring citizens who will be motivated and equipped to improve our world.

Based in Muskogee, the outreach across the state is significant, providing training in the *Eleven Principles of Effective Character Education* to over 19,000 students in 28 schools in 8 communities during the 2016-17 school year. OKcharacter.org is the first official affiliate of the national organization, Character.org, located in Washington D. C.

Working with schools from pre-K through 12th grades, OKcharacter.org has seen a strong correlation between implementation of Character Education and student achievements:

- **Higher ACT scores**
- **Recognition on honor rolls**

- **Better attendance**
- **Fewer suspensions**
- **Greater student involvement in clubs and extracurricular activities**

OKcharacter.org evaluates culture and climate in schools, while training educational leaders of Schools of Character to evaluate schools in service to the state. They provide a network that connects these schools with one another to share ideas and promote best practices.

It was a welcome vehicle for change, according to Don Raleigh, Superintendent of Pryor Public Schools. He was facing an “apathy issue” six years ago. After implementing the *Eleven Principles of Effective Character Education*, the situation changed significantly. In fact, Pryor now has three schools recognized as State and National Schools of Character in 2015 and 2017.

Congratulations and thanks to OKcharacter.org!

*For more information about OKcharacter.org's initiatives, please contact Madison Tomlinson, State Coordinator for OKcharacter.org; madison@okcharacter.org • 918-577-7437*



## The 11 Principles At-a-Glance

*by Character.org*

The 11 Principles of Effective Character Education available at [Character.org](http://Character.org) explains each of the 11 Principles in detail and includes a scoring guide. Here is a summary:

1. The school community promotes **core ethical and performance values** as the foundation of good character.
2. The school **defines "character" comprehensively** to include thinking, feeling, and doing.
3. The school uses a **comprehensive, intentional, and proactive approach** to character development.
4. The school creates a **caring community**.
5. The school provides students with **opportunities for moral action**.
6. The school offers a **meaningful and challenging academic curriculum** that respects all learners, develops their character, and helps them to succeed.
7. The school fosters **students' self-motivation**.
8. The school staff is an **ethical learning community** that shares responsibility for character education and adheres to the same core values that guide the students.
9. The school fosters **shared leadership and long-range support** of the character education initiative.
10. The school **engages families and community members** as partners in the character-building effort.
11. The school **regularly assesses** its culture and climate, the functioning of its staff as character educators, and the extent to which its students manifest good character.

# Community Impact Award Leaders

*Congratulations to this year's top Community Impact Award honorees!*



*“The strength of a nation derives from the integrity of the home.”*

— Confucius

Truly, Sunbeam Family Services has realized that principle in its service to Oklahomans for the past 110 years. Based primarily in Oklahoma City, they offer four core programs that strive to build strength and resiliency in people from all ages: **Early Childhood Services, Foster Care, Counseling and Senior Services.**

Realizing that integrity reflects the inner character of an organization, the Sunbeam team first established high ethical standards among the employee base. To ensure systemic continuation of these standards, new staff members are introduced to Character Core and Leadership principles on their first day of work. This is carried forward each month as the team focuses on one of 36 character traits. For example, one of the monthly discussion topics was humility, defined as “recognizing the people and factors that have shaped our lives.”

In addition, an in-house publication entitled “Leadership Principles” is given to each employee, containing eighteen moral principles that was authored by Sunbeam’s CEO, Jim Priest. These Principles include integrity, being other-oriented, constructive conflict and core values. Sunbeam has realized a 33% decrease in staff turnover since launching their first cultural initiative revolving around the ethics initiatives

described. In fact, Sunbeam has been voted a *Best Place to Work* in Oklahoma City for two consecutive years.

Leading by example, Sunbeam shares these values with a client base of nearly 10,000 Oklahomans. For example, Sunbeam’s Family Advocates work in the Early Childhood Services program, empowering vulnerable families to navigate towards a successful and healthy lifestyle by building confidence, developing a life plan and building stability within the family. In doing so, they promote an ethical framework of decision making within each family. Based on their credible record of success, they have received extremely high ratings from their counseling and foster care clients, been awarded large Early Head Start grants and were selected as Partner Agency of the Year by the Latino Community Development Agency.







For more information about Sunbeam's initiatives, please contact Erin Engelke, Chief External Relations Officer at [eengelke@sunbeamfamilyservices.org](mailto:eengelke@sunbeamfamilyservices.org); (405) 609-2311

# 2017 OK Ethics Awards Selection Team



## SUSAN BLAIR

A loyal OK Ethics Star member, this is Susan Blair's second year to serve on the OK Ethics Awards Selection Team. She is the Chief Financial Officer for the Citizen Potawatomi Nation, the largest employer in Pottawatomie County. She has been with the Nation for 30 years, leading their accounting department from a 3 member team to a 30 member team. She is also excited to have been involved with the growth of the Nation from 100 employees to over 2,200.

Susan attended both the University of North Texas and the University of Oklahoma. She has a bachelor's degree in Psychology and is a Certified Public Accountant.



## DR. GAVIN ENCK

Gavin Enck, PhD is the newest member of the Selection Team and brings many valuable insights to this process. He serves as Director of Clinical Ethics for INTEGRIS Health and clinical ethicist for Baptist Medical Center in Oklahoma City. He is responsible for developing and overseeing the Clinical Ethics Consultation Services across INTEGRIS Health and chairs BMC's ethics committees. He is also creator and co-chair of the Central Oklahoma Bioethics and Palliative Care Consortium, a multi-institutional and interdisciplinary group that examines and collaborates on ethics and palliative care issues in patient care.

Prior to his current position, Gavin did a Clinical Ethics Post-Doctoral Fellowship at the M.D. Anderson Cancer Center at the University of Texas, Houston. He holds a MA from Ohio University and a Ph.D. from the University of Tennessee in Philosophy. His academic research and publications focus on clinical ethics and the ethics of pharmaceutical neuroenhancement.



## SHERRY J. NELSON

Sherry Nelson serves as Director of Ethics and Compliance for WPX Energy in Tulsa, Oklahoma. WPX was honored in 2014 as the OK Ethics Compass Award recipient for the large company category. Prior to joining WPX, she spent 28 years with The Williams Companies working in a number of capacities including Director, Ethics and Compliance. Sherry has served on several non-profit boards in the past, including Youth Services of Tulsa and Life Senior Services. Currently she serves on the board of Project Elf in Tulsa. Sherry was appointed to the position of Vice President of Compliance for the Oklahoma Business Ethics Consortium in 2017.

She received her undergraduate degree from Northwestern Oklahoma State University in Alva and her law degree from Oklahoma City University.

## CONFLICT OF INTEREST PROCESS

To ensure the integrity of the award process, each Selection Team member is asked to sign a conflict of interest statement. Careful discernment is used in determining whether or not a member of the team may be permitted to vote on an organization's application. To that end, OK Ethics requests that participants recuse themselves from voting if they have significant interest, or if their families have any control or interest, in the nominees' organizations. The Selection Team acts independently from the OK Ethics Board in that it does not seek approval of these selections prior to the announcement of award honorees.

### BILL TURNER

Bill Turner is the Vice President of Human Resources for Valir Health, a current OK Ethics Navigator member. Valir was the first company awarded the Compass Award when the program began in 2006. A regular attendee at monthly OK Ethics programs, this will be his second year to serve on the Selection Team. Bill has more than 30 years of Human Resource Management experience, 25 years within the healthcare environment. Previously, he held the position of Director of Human Resources for Deaconess Hospital, Executive Director for Home Care and Hospital Management, and Chief Operations Officer for Oklahoma Dental Centers.

Bill holds a Bachelor's in Management of Human Resources as well as a Master's in Business Administration from University of Phoenix and is SHRM-CP certified by the Society for Human Resource Management. He is a member of the Society for Human Resource Management, the Oklahoma City Human Resource Society, the Oklahoma Healthcare Human Resource Association, the American Society for Healthcare Human Resources Administration and a member of the Professional Advisory Committee for Breckenridge School of Nursing.



### OSCAR WOMACK, JR.

Oscar Womack, Jr. owns Coherent Contracts, LLC, and specializes in providing Federal contracts management consulting services. He is a Certified Professional Contracts Manager (CPCM), a Certified Purchasing Manager (C.P.M.), and a Certified Management Consultant (CMC). He is a retired Lieutenant Colonel from the U. S. Air Force where he focused on systems acquisition management. A Fellow of the National Contract Management Association, Mr. Womack has served as an examiner for the Oklahoma Quality Award Foundation and a judge for the Oklahoma Governor's Cup Collegiate Business Plan Competition. Oscar is the 2016 recipient of the Small Business Administration's Minority Champion Award for not only the state of Oklahoma, but for all of SBA's five-state Region VI.

Oscar holds a bachelor's degree from Hobart College in Geneva, New York and an MBA from the George Washington University in Washington, DC, the city of his birth and childhood.



## COMPASS AWARDS

The OK Ethics Compass Awards Program was implemented in 2006 to encourage companies' efforts to promote Oklahoma values of integrity at work. The program was temporarily suspended due to the economic downturn in 2016, but companies continue to benefit from the best practices shared by these organizations. Training videos and past award applications are available online at [www.okethics.org](http://www.okethics.org).

The rigorous criteria and scoring methods used in the Compass Awards process were based on the Malcolm Baldrige Quality Award standards, with a heavy focus on actions supporting systemic behavior to sustain ethical behavior.

## COMPASS AWARD HONOREES

2015	<b>KIMRAY, INC.</b>
2014	<b>HERTZ • WPX ENERGY</b>
2013	<b>ONEOK • LINDE</b>
2012	<b>MESA • OGE ENERGY CORP.</b>
2011	<b>COPPERMARK BANK • DEVON ENERGY</b>
2010	<b>EXPRESS EMPLOYMENT PROFESSIONALS • KIMRAY, INC. RETIREMENT INVESTMENT ADVISORS, INC.</b>
2009	<b>CHESAPEAKE ENERGY • LEADER COMMUNICATIONS INCORPORATED</b>
2008	<b>BKD LLP • IDEAL HOMES • PRINCIPAL TECHNOLOGIES, INC.</b>
2007	<b>BAMA COMPANIES • BOEING • COPPERMARK BANK • NEXTEP, INC.</b>
2006	<b>EIDE BAILLY LLP • VALIR HEALTH</b>

## COMMUNITY SECTOR – HONORABLE MENTION



The vision of BBB is to enhance “an ethical marketplace where buyers and sellers can trust each other,” and their mission is to be the leader in advancing marketplace trust. These ideals prompted the BBB to launch an annual awards program to recognize those businesses committed to ethical business practices.

Every year, nominations are accepted for the Better Business Bureau of Central Oklahoma’s Torch Award for Ethics. The purpose is to emphasize the importance of ethical practices, as well as showcase the efforts being made by businesses that validate their commitment to increasing trust in the marketplace. Criteria includes a measurable demonstration of the company’s leadership in promoting an ethical culture through communication, practices and performance as well as service to the community.

Interest in the program has grown four times over previous years, showing that Oklahomans truly care about principled-centered companies.



For over 100 years, The Rotary Club of Tulsa has lived its motto of “Service Above Self” in helping their community. Each Rotarian is asked to ensure that all their actions pass the Four Way Test, which has been translated into more than 100 languages. It requests the following responses to important questions:

1. **Is it the TRUTH?**
2. **Is it FAIR to all concerned?**
3. **Will it build GOODWILL and BETTER FRIENDSHIPS?**
4. **Will it be BENEFICIAL to all concerned?**

Realizing that youth are our future, many Rotarian projects focus on building young people’s character. One example of this is the Four-Way Test Speech Contest. Students are provided an opportunity to develop their understanding of these important principles and vie in competitions at the local and district level. Winners advance based on the quality of their presentations. In addition, the service club “Interact” for young people ages 14 to 18, encourages positive relationships between American and overseas clubs through projects designed to develop leadership and personal integrity, respect, helpfulness, individual responsibility and good will.

### com·mu·ni·ty

/ke'myoōnitē/

1. a group of people living in the same place or having a particular characteristic in common.
2. a feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals.
3. **a unified body of individuals promoting Oklahoma values and virtues**

2016

**Girl Scouts of Eastern Oklahoma • Oklahoma FFA Foundation**

Boeing • Citizen Potawatomi Nation Tribal Police Department

Dove Science Academy • John Marshall Mid-High • Metro Technology Centers

2015

**General Tommy Franks Leadership Institute • Oklahoma Christian University**

Dove Science Academy • Junior Achievement • Global Gardens

Oklahoma FFA Foundation • Oklahoma County Sheriff's Department  
Girl Scouts of Eastern Oklahoma • Oklahoma Center for Non-Profits

## EDUCATION SECTOR – HONORABLE MENTION



### Masonic Charity Foundation of Oklahoma

The Masonic Fraternity has a strong interest in promoting ethics in Oklahoma, and particularly in the leadership arena. To that end, the Masonic Charity Foundation has placed endowments at every public university and college in Oklahoma, several of which provide ethics education. However, only a small percentage of the Oklahoma population participates in any formal ethics training.

Many people without exposure to formal ethics education are placed in positions of leadership or influence in the community, or are in roles where they make decisions that affect our communities and neighbors. To counter this challenge, the Masonic Charity Foundation decided to promote virtuous conduct among Oklahoma students.

One way of achieving this is through close collaboration with the Student Education and Ethics Development Foundation (e.g. SEED Foundation, formerly known as the OK Ethics Foundation.) Through that concerted effort, the Masonic Charity Foundation was able to reach high school students by providing financial support and judges for high school student ethics competitions. The positive impact has been felt in several ways:

- **150+ Oklahomans from ages 14 and up engaged in in-depth discussions about ethics.**
- **Promoted the value of ethics to peer groups via ceremonial and financial recognition of ethics bowl winners.**
- **11 students and two coaches became the first team from Oklahoma to compete in the National High School Ethics Bowl competition in North Carolina**
- **Statements from student participants: “The Oklahoma High School Ethics Bowl is a great experience that offers the chance to broaden and deepen our understanding of ethics and our fellow Oklahoma high school students.”**

This important initiative continues to positively impact our youth by preparing them for life’s ethical challenges through the enhancement of critical thinking and communication skills.



### Metro Technology Centers Preparing for Life

Metro Technology Centers (MTC) staff and students strengthen key communities by focusing on outreach support. One of MTC’s greatest impacts for students, staff and community is the emphasis on good character. The focus on integrity is manifested in several ways:

- **MTC is a Character First School.** In 2003, Senior Leaders initiated Character First! to demonstrate and reinforce virtuous conduct for students and staff. This ongoing program is integrated throughout the organization via systematic posting of monthly character traits on departmental and instructional program data centers. At least 1,866 students, 469 employees, approximately 1,000 parents and 107,000 visitors to the seven MTC locations have an opportunity to view these.
- **A regular Superintendent’s message addressing the character trait of the month is accessible for all students and workforce.** Plus, a monthly character trait is presented at Board of Education meetings by a staff member.
- **MTC staff and students actively support the Oklahoma Business Ethics Consortium** through their high-level Horizon membership and participation in the monthly programs.
- **MTC was recognized by The Oklahoman as an Oklahoma Top Workplaces 2016.** The honor was based on the results of an employee feedback survey which indicated that MTC operates by strong values and ethics.
- **MTC’s Performance Excellence Plan highlights core values of accountability and ethical behavior.** These values are distributed/visible to all employees, students, Board of Education and stakeholders.
- **Caring community service is key at MTC.** For example, they participate in many community enhancement endeavors such as United Way and the American Heart Association. In 2016, they organized the First Annual Bedlam Food Drive benefitting the Regional Food Bank in honor of the late Dr. Dennis Portis III who was Assistant Superintendent of Instruction.

2014

Champlin Broadcasting • Dove Science Academy  
Girl Scouts of Eastern Oklahoma • Girl Scouts of Western Oklahoma  
Global Gardens • Metro Technology Centers  
University of Oklahoma Integrity Council

2013

Dove Science Academy • General Tommy Franks Leadership Institute  
Girl Scouts of Eastern Oklahoma • Girl Scouts of Western Oklahoma  
Metro Technology Centers • Oklahoma Center for Non-Profits  
SandRidge Energy/Public Strategies

2012 –

ONEOK

# The SEED Foundation

(Formerly OK Ethics Foundation)

*Student Education & Ethics Development*



DOVE SCIENCE ACADEMY



UNIVERSITY OF CENTRAL OKLAHOMA (TEAM 1)



OKLAHOMA CHRISTIAN UNIVERSITY  
WITH SEED CO-PRESIDENTS COLIN SCHOONOVER & SHANNON HIEBERT



UNIVERSITY OF OKLAHOMA TEAM (TEAM 1)



OKLAHOMA CHRISTIAN UNIVERSITY

**STATEWIDE UNIVERSITY STUDENT ETHICS CHALLENGE**  
1st Place: OC | 2nd Place: OCU | 3rd Place: OBU

**REGIONAL ETHICS BOWL**  
1st Place: UCO (Team 1) | 2nd Place: St. Mary's University (Team 2)  
3rd Place: OC (Team 2) | 4th Place: OU (Team 1)  
5th Place: OCU (Team 1)

**STATEWIDE HIGH SCHOOL STUDENT ETHICS CHALLENGE**  
Winners: Dove Science Academy  
Additional participants listed below.\*

## OK Ethics Connection

The Student Education and Ethic Development Foundation (formerly known as the OK Ethics Foundation) was launched in 2003. The name was changed to SEED in 2016 to reflect its specific mission – to support initiatives promoting integrity on various campuses across the state.

A portion of OK Ethics' dues are earmarked each year to assist The SEED Foundation in hosting university and high school ethics competitions. In addition, members may donate seats for students to attend OK Ethics' programs and volunteer to assist SEED's Board in hosting student ethics competitions.

## Student Ethics Competitions

Since 2005, university students have successfully competed in annual ethics bowls. In fact, since 2011, Oklahoma schools have placed among the **top five winning teams** in the Regional Ethics Bowl held in San Antonio. Building on that phenomenon, the SEED Foundation worked with the **University of Oklahoma** to host the **first high school ethics bowl** in April 2016. This initiative has continued because of the generosity of the **Masonic Charity Foundation of Oklahoma**. In preparation for that event, fourteen high schools were represented at a **teacher's conference** held at OU in February 2016. We are delighted at

the interest expressed by Oklahoma educators! In 2017, Dove Science Academy became the first team to represent Oklahoma in the National High School Ethics Bowl. The teams prepare for many weeks in order to assess, research and communicate the ethical issues involved in each case. These cases cover a wide gamut of current issues and provides an opportunity for students to crystallize their thinking and prepare for life's ethical challenges. Emphasis is on critical thinking and communication skills.

## Student Ethics Initiatives

- Dove Science Academy
- East Central University
- John Marshall High School
- Metro Technology Centers
- Norman North High School
- Oklahoma Baptist University
- Oklahoma Christian University
- Oklahoma City University
- Oklahoma School of Science and Mathematics
- Oklahoma State University
- Southern Nazarene University
- University of Central Oklahoma
- University of Oklahoma
- University of Tulsa

*Special thanks to:*



*For their special donations to the SEED Foundation.*

# Just a Few OK ETHICS PRESENTERS



Lt Gov. Todd Lamb & Kimray Inc.'s Tom Hill  
(2013 - OK Ethics 10 Year Gala)



**Clarence Jones**  
Dr. M.L.King's  
Speech writer  
(2015 Speaker)



**Cynthia Cooper**  
Worldcom  
Whistleblower  
(2014 Speaker)



**Shane Fernandez**  
President, Southwest Operations,  
Nabbolz Construction  
(2016 Speaker)



**Stephen Howard**  
ESPN Commentator  
(2015 Speaker)



**Paula Marshall**  
The Bama  
Companies, Inc.  
(2014 Speaker)



**Mike Hingson**  
9/11 Survivor; Author  
(2014 Speaker)



**Stephen MR Covey**  
Author  
(2012 Speaker)

## **Devon Energy**

Dave Hager  
Larry Nichols  
John Richels

## **WPX Energy**

Rick Muncrief

## **Kimray**

Chairman  
Tom Hill

## **ONE Gas**

Pierce Norton II

## **The Williams Companies**

Robyn Ewing

## **ONEOK**

John Gibson

## **Magellan Executive Partners (formerly GiANT)**

David Woods  
Brent Douglas

## **Strata Leadership**

Dr. Nathan Mellor

## **The Journal Record**

Ted Streuli

## **Boeing**

James Bell (CFO)

## **KFOR**

Kevin Ogle

## **Sunbeam Family Services**

Jim Priest

## **Google**

Mike Wooten

## **OKC District Attorney**

David Prater

## **Salt & Light Leadership Team**

Wes Lane

## **University of Oklahoma**

Joe Castiglione  
Coach Sherri Coale

## **Oklahoma State**

**University**  
Burns Hargis

## **Oklahoma City**

**University**  
Tom McDaniel  
Dr. Vince Orza

## **University of Central Oklahoma**

Dr. Don Betz

## **Oklahoma Medical Research Foundation**

Dr. Stephen Prescott

## **INTEGRIS Health**

Bruce Lawrence  
Beth Pauchnik

## **Current & Former**

**Lieutenant Governors**  
Mary Fallin  
Jari Askins  
Todd Lamb

## **Attorneys General**

Mike Turpen  
Larry Derryberry  
Susan Loving

## **Secretary of Veterans' Affairs**

General Rita Aragon

## **U. S. Naval Academy**

Commander Arthur  
Gibb III,  
USN, PhD

## **Former Tulsa Mayor**

Kathy Taylor

## **Former OKC Mayor**

Kirk Humphreys

## **OKC Mayor**

Mick Cornett

## **Tulsa Mayor**

G. T. Bynum

## **CoveyLink & Smart Trust**

Stephen M. R. Covey

## **Author (Watergate)**

Chuck Colson

## **ESPN Commentator**

Stephen Howard

## **Entrepreneur Magazine's "Ethics Coach"**

Gael O'Brien

## **The Ethics Guy**

Dr. Bruce Weinstein

## **Fish! Author**

Harry Paul

## **Author**

Jim Stovall

## **OKC Thunder**

Sam Presti  
Pete Winemiller

## **Former Governor**

George Nigh

## **Former President of Reebok**

Dr. Marilyn Tam

## **Building Community Institute**

Clifton Taulbert

## **KTUL Channel 8**

Kristin Dickerson

## **Worldcom Whistleblower**

Cynthia Cooper

## **Worldcom Controller**

David Myers

## **9/11 Survivor & Author**

Michael Hingson

## **NBC Commentator & Dallas Morning News Columnist**

Dave Lieber

## **President Gerald Ford's son**

Steve Ford

## **Former Olympian & NFL Player**

Johnny Quinn

## **OCAST**

Michael Carolina

# Mission

Through the efforts of passionate, committed members, the Oklahoma Business Ethics Consortium strives to establish Oklahoma as a state known for high, personal and corporate ethical standards. The consortium provides a forum of

support to the Oklahoma business community so that ethical standards and integrity in the workplace can be discussed, defined and reinforced.

# Vision

To be recognized as a statewide and national forum for promoting business ethics.

# Guiding Principles

## I. Responsibility to Self and Others:

### Service:

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium.

### Collaboration:

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters.

### Respect:

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in

recognizing and respecting the efforts made toward achieving ethical behavior. In that vein, public disclosure of this information is discouraged.

- We respect other members and the process by:
  - Exhibiting listening skills and actively listening to discussions
  - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

## II. Lead with Integrity

### Dependability:

- Members are asked to demonstrate their support of this initiative by consistently attending meetings.

### Initiative:

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations.
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort.

### Honor:

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings.
- We express gratefulness to our hosts, sponsors, speakers and to those whose volunteer service makes OK Ethics a stronger organization.
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge.

### Courage:

- Speak the truth with confidence and encourage others to do the same.

## III. Inspire Trust

- We serve and promote the cause of truth with integrity, objectivity and fairness to all persons.
- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated or abused.

*These principles were inspired by lessons from Character First, as well as author Stephen M. R. Covey.*

**Be the difference — Join Now**  
**[www.OKEthics.org](http://www.OKEthics.org)**

*Each company's award application may be found on our website.*

Program Design Provided by:

the  
Creative  
Guy