

MARIAN UNIVERSITY

Indianapolis®

Walker Center for Applied Ethics

August 2021

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Chairperson of BOV,
Chairman Emeritus,
Walker Information

Ed Bonach
Retired CEO, CNO
Financial Group, Board of
Trustees, Marian
University

Steve Burns
Chairman,
Wheaton World
Wide Moving | Bekins
Van Lines

Chris Everett
President, The
Kensington Group

Steve Gutzwiller
Retired - SVP,
PNC Bank NA



Welcome to the Walker Center for Applied Ethics. While the Center is still in its formative stage, much is already happening. As you will see from our Vision and Mission, our focus is to advance a more ethical world - a more ethical business world more specifically. Our work will inform, train, and make change. As we consider the changing scope of ethics, we must also consider what that means for businesses, private and public, for-profit, and not-for-profit. The Walker Center hopes to be a leader in supporting and driving positive change in ethics. We welcome your input, ideas, and collaboration. Please reach out.

About Us

Vision

The Walker Center for Applied Ethics at Marian University will be recognized as a national leader in preparing and supporting leaders and organizations to advance a more ethical world.

Mission

The Walker Center for Applied Ethics at Marian University advances a more ethical world by engaging in relevant primary research, interdisciplinary teaching, and training, and by stimulating informed dialogue on important issues to empower current and future leaders to be and act ethically.

Our Namesake and Founding Donor



Frank D Walker

Mr. Walker started with Walker Information as director of sales in 1960 after serving in the US Air Force. He served in a variety of capacities with the organization founded in 1939 by his mother, Dorothy "Tommie" Walker, before becoming president in 1967 and chairman/CEO in 1983. He turned over day-to-day operations to his son Steve Walker in 1994. During his tenure, Frank was particularly interested in developing research products that measured the ethical culture of business organizations and evaluated the business value and impact of corporate social responsibility.

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Board of Visitors (cont)

Steve Guymon
Senior Advisor, Ethics &
Compliance, Eli Lilly &
Co, President, BEI

Jeff Hannah, JD Assist
Professor of Adaptive
Leadership, Marian
University, Klipsch
Educators College

Michael Holper
Retired - SVP Integrity &
Audit Services, Trinity
Health

Kim Graham Lee
President, Integrating
Women Leaders
Foundation, Co-founder,
Conscious Capital
Indianapolis

Drew Northern, JD
Director, Global Anti-
Corruption, Cook
Medical

Patrick Rooney, PhD
Exec Assoc Dean for
Academic Programs;
Professor of Economics
and Philanthropic
Studies, IU School of
Philanthropy

Myra Selby, JD
Senior Partner,
Ice Miller, former
Associate Justice of the
Indiana Supreme Court

Jerry Semler
Chairman Emeritus,
American United Mutual
Insurance Holding
Company, Board of
Trustees, Marian
University

Steve Walker
Chairman, CEO, Walker
Information

Meet the Team



Elizabeth A. Coit, MBA, CFRM
Executive Director

Ms. Coit oversees and directs all the Walker Center's strategies and operations to advance the Center's vision and mission. In addition to her leadership role, Liz's work focuses primarily on developing tools, training and insights that serve our business community, its current leaders, and future leaders.



Matthew Sherman, PhD
Associate Professor, Semler Chair in Applied Ethics

Dr. Sherman's responsibilities include teaching, scholarly research in consultation with relevant departments, support for faculty development and curriculum development in ethics, and providing expert consultation on ethics issues.

Insights



In our world of rapid change, pressure to perform and the need for reliable information to make confident decisions has never been greater. In 2020, the Walker Center for Applied Ethics at Marian University engaged ECI (Ethics & Compliance Initiative) to conduct a survey of employees in Indiana using ECI's Global Business Ethics Survey tool administered by Ipsos to gather their perspective on ethics and compliance in the workplace. Responding to the survey were a total of 975 Indiana-based employees working in all sectors/industries from organizations small to large, and at all levels of the organization. This report summarizes key findings regarding the strength of Indiana's business ethics culture, key ethics outcomes and implications, as well as the impact of COVID-19 on ethics in Indiana's businesses.

Strength of a Company's Ethics Culture

The strength of an organization's ethics culture is measured through multiple questions about the behavior of employees at various levels of an organization. A strong ethics culture involves managers and non-managers demonstrating their commitment to ethics through

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their words and actions. ***The actions of the individual employees ultimately define the enterprise-wide ethics culture of an organization.***

The State of Ethics in the Workplace study revealed six key insights:

- **Key Ethics Insight 1:** The rate at which employees observe misconduct is highly correlated with the strength of an organization's ethics culture. Over half of employees in Indiana (54%) and the U.S. (57%) observed at least one of the 26 specific types of misconduct asked about in the survey.
- **Key Ethics Insight 2:** Pressure to compromise ethics standards serves as a warning sign for both ongoing and future misconduct and is strongly correlated with an employee's plan to stay with the organization. In Indiana, 26% of employees experienced pressure¹ to compromise their organization's workplace ethics standards.
- **Key Ethics Insight 3:** Reporting Observed Misconduct Is Critical to Improving the Overall Culture. In Indiana, 83% of employees said they reported "every" or "some of the behavior" they observed in general.
- **Key Ethics Insight 4:** Retaliation for reporting observed misconduct dampens the benefits of reporting and reduces the likelihood of reporting future observed misconduct. The rate of retaliation for reporting misconduct in Indiana is 64%.
- **Key Ethics Insight 5:** Understanding how various segments of employee population experience pressure to compromise will improve the effectiveness of training and overall ethics outcomes. Notable is that employees under the age of 35 (40.6% vs. average 26%) are more likely to feel pressure than those who are older.
- **Key Ethics Insight 6:** COVID-19 has had a measurable impact on ethics culture and outcomes across Indiana. Over half of employees in Indiana (54%) indicated that they were experiencing more work-related pressure compared with before the COVID-19 pandemic began.

To read the full report go to <https://www.marian.edu/walker-center-for-applied-ethics>



Insight -- Links of Interest

ECI's Global Business Ethics Survey <https://www.ethics.org/global-business-ethics-survey/>

Edelman Trust Barometer 2021 <https://www.edelman.com/trust/2021-trust-barometer>

Research in Ethics Resources available on Walker Center's webpage
<https://www.marian.edu/walker-center-for-applied-ethics/>

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The Ethics Voice



IN CHAMBER: THE PODCAST



For decades, Frank Walker has been a vocal leader emphasizing the importance of ethics in the workplace. For Walker it is the right thing to do, and he believes it can/will lead to increased business success. Walker offers his perspective, and we hear from Liz Coit, Executive Director of the Walker Center for Applied Ethics at Marian University. The Indiana Ethics Survey reveals more work for Hoosier companies in this area. The goal for the Center is to have the state of ethics in the state of Indiana be a role model for national and global advancements. According to Walker, "It fits with our image for the Midwest. It fits with what I'd like to have associated with Indiana - that those are hardworking people who do it the right way."



Click to listen... www.indianachamber.com/podcast

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The Catholic Responsibility for COVID-19 Vaccination 5 January 2021

As the vaccines created to inoculate the public from COVID-19 begin to be distributed, some questions have been raised as to whether or not one should receive the vaccine and if it is morally acceptable to do so. In two recent statements, one from the **U.S. Bishops' Committees for Doctrine and Pro-Life Activities** and the other from the **Vatican's Congregation for the Doctrine of the Faith**, we are reminded that the use of COVID-19 vaccines is a necessary means of ending this pandemic and its threat to the lives and well-being of countless persons, communities, and faithful across the globe. Catholics are called to promote the common good and to have a special regard for the young, the elderly, the infirmed, and the impoverished, who are disproportionately affected by the ubiquity of this disease. In sum, to quote the Congregation for the Doctrine of the Faith, "the common good may recommend vaccination, especially to protect the weakest and most exposed."



To read the full article go to <https://www.marian.edu/walker-center-for-applied-ethics>



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Ethics In Action



Business Ethics Indiana

The Walker Center for Applied Ethics at Marian University is proud to serve as Administrative Agent for BEI

The mission of BEI is to promote ethical business practices and provide professional development that strengthens Indiana as a business ethics center of excellence. BEI is a convening of ethics and compliance leaders from companies, small to large across Indiana.

BEI's Focus

1. The education of its members in business ethics and compliance
2. The promotion of best practices in ethics and compliance among its members and the entire Indiana business community
3. Professional development and networking
4. Partnerships with academic institutions to promote the field of business ethics and compliance
5. To create programs and experiences such as the Business Ethics Summit

<https://www.marian.edu/walker-center-for-applied-ethics/bei>

Advanced Certification in Ethics & Compliance Management

at Marian University

Committed to improving the knowledge and skills of leaders in businesses across Indiana, the Walker Center partnered with Business Ethics Indiana to create this 6-course certification for the mid to upper-level ethics and compliance manager. The goals of the certification are to facilitate critical thinking in priority areas of ethics and compliance and to provide a forum for ongoing exploration, dialogue, and networking. Each course will be taught by subject matter experts in the field hailing from corporations and academia.

The certification will be offered beginning Fall 2021 as a Continuing Education program of Marian University. Networking and expanding creating a community of compliance and ethics colleagues is key component of the certification. Each course will be limited to no more than 20 students.

APPLY NOW!

<https://www.marian.edu/walker-center-for-applied-ethics/bei/training-and-resources>

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On The Horizon

2021 Central States Ethics Bowl

Hosted by the Walker Center for Applied Ethics at Marian University

The next Ethics Bowl will be held on Saturday, November 6, 2021 on the campus of Marian University.

Ethics Bowl is an event inspired by the nationally televised "College Bowl." It began in 1995 as an intercollegiate competition developed by faculty at the Illinois Institute of Technology in Chicago. Marian University has hosted the Central States Regional Ethics Bowl (CSREB) since 1999. The CSREB is a qualifying event for APPE National Intercollegiate Ethics Bowl. Our 2020 CSREB national qualifiers were Youngstown University, DePauw University and University of Cincinnati. University of Cincinnati went on to win the International Ethics Bowl competition.

If you would like to get involved - as a JUDGE, MODERATOR, or SPONSOR, please contact Liz Coit @ ecoit@marian.edu. Our students need the support and experience of our corporate leaders - join the team!

For more information, go to <https://www.marian.edu/walker-center-for-applied-ethics/ethics-bowl>



Indiana Workforce Summit

presented by the Indiana State Chamber of Commerce

September 30 - 8:00 am - October 1 - 12:00 pm

Program Information

Strong public programs and leadership from the private sector are the essential ingredients for creating a highly skilled workforce. The Indiana Workforce Summit will focus on the current happenings in our state as well as what needs to happen moving forward for Hoosier businesses to be successful. This summit will work to ensure the quality of our workforce and improve the state's economic position at home and around the globe. Experts from various industries and government will share insights and information about building a talent pipeline of workers, creating employer-led collaborations to address specific workforce needs, using data to make decisions about training and hiring, and developing programs that let people learn new skills while gaining experience on the job.

Featured speakers: Dan Elsener, President, Marian University and Frank Walker, Chairman Emeritus, Walker Information

Registration: go to <https://www.indianachamber.com/event/inworksummit/>