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.

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 4.
Congratulations to Oklahoma Christian University!

After successful wins in ethics bowls held in Oklahoma and Texas, the OC team competed with 36 of the best and brightest from across the country, including Indiana University and the U.S. Naval Academy. They won third place in the Intercollegiate Ethics Bowl held in Washington D.C. in 2016.

The Student Education and Ethics Development Foundation (“The SEED Foundation”) is a spin-off of the OK Ethics Foundation that was started simultaneously with the Consortium in 2003. A portion of OK Ethics dues are contributed to SEED. As a 501c3 organization, its purpose is to support initiatives on various campuses throughout the state in promoting ethical behavior. One of the biggest events of the year is the annual Statewide Student Ethics Challenge which involves undergraduate university students who present arguments on a variety of ethical issues. The day-long event requires weeks of preparation and provides an opportunity for students to crystallize their thinking on dilemmas involving personal integrity. Ultimately, this helps prepare them for difficult issues they may encounter in the workplace.

The teams debate and defend their moral assessment of some of the most troubling and complex ethical issues facing society today. Questions address a wide array of topics in business and professional ethics in personal relationships and in social and political affairs.

Student Ethics Initiatives
- Cameron University
- Dove Science Academy
- Metro Technology Centers
- Oklahoma Baptist University
- Oklahoma Christian University
- Oklahoma City University
- Oklahoma State University
- Southern Nazarene University
- University of Central Oklahoma
- University of Oklahoma
- University of Tulsa

Special thanks to:
- Masonic Charity Foundation of Oklahoma
- Express Employment Professionals

For their special donations to the SEED Foundation.

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 OK Ethics Foundation worked with the University of Oklahoma to host the first high school ethics bowl in April 2016. It was made possible through the generosity of The Masonic Fraternity 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!
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 for opportunities.

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

Board of Directors

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OK Ethics Presenters

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

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

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,
Nabholz 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)
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.

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. Videos and past award applications are available online at www.okethics.org. The OK Ethics CEO is available by appointment to provide one-on-one suggestions in enhancements to your company’s ethical approach. Our intent in providing this information is to recognize that integrity is the cornerstone of all business success and is a foundation for economic development. While President John F. Kennedy was a specific project in his speech given in 1963, we believe that his quote pertains to ethics, too: “A rising tide lifts all boats.”

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. In evaluating the practices, selection teams were mindful to honor those companies whose practices could be easily replicated by others, had measurable outcomes and demonstrated success in reinforcing positive actions and there was a clear indication of a culture with a heart for doing the right thing.
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.