



The 2022–2023 **OK ETHICS** Awards



Promoting Integrity at Work
www.okethics.com

Dear Friends and Colleagues,

Thank you for joining us to celebrate excellence in business ethics. As society evolves, we believe in the growing importance of prioritizing integrity in our workplaces and in our personal lives. We are glad to have so many people participate with us in this effort.

This year's award winners embody Oklahoma Business Ethics Consortium's mission. They promote high ethical standards among their employees and communities. Their impact continues through mentoring and educational efforts that help raise a new generation of highly principled leaders.

If you are new to OK ETHICS, welcome. We are glad you have joined us for this celebration and hope you leave with a strong sense of pride, recognizing the commitment to ethics within our business community. If you have been with us for awhile, thank you. Your dedication to promoting ethical behavior in your organization creates ripples of change throughout our community and our state.

I hope you will be inspired by the example of our award winners as well as the wisdom of our keynote speakers, Jeff Simmons and Chris Province. We are very excited about the new programs and speakers still to come this year.

As the Executive Director, I continue to try to inspire and encourage as we labor toward our mission together. I look forward to working alongside you to grow a more ethical Oklahoma.

Best regards,

Mary Lytle

Executive Director

Oklahoma Business Ethics Consortium

Mission

Oklahoma Business Ethics Consortium supports and promotes ethical standards in business by providing networking, resources, and education for people who seek to live and work with integrity.

Vision

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

Order of Presentation

Oklahoma City, April 26th, 2023 | Tulsa, April 27th, 2023

Welcome

Mary Lytle

Executive Director, Oklahoma Business Ethics Consortium

Presentation of **a Guiding Principle**

Oklahoma City

Clay Gaspar

*Chief Operating Officer,
Devon Energy Company*

Tulsa

Ryan Whitlow

*Director of Talent Development,
Cherokee Nation Businesses*

Presentation of **Executive Pilot Awards**

Presented by Lynn Flinn, President, OK ETHICS and President, Women's Executive Board

Honoring in Oklahoma City

Rick Muncrief

*President and Chief Executive Officer,
Devon Energy Company*

Honoring in Tulsa

Debbie Cowan

*Senior Vice President and Chief Human
Resource Officer, The Williams Companies*

Presentation of **Community Impact Awards for Nonprofits**

Presented by Mary Lytle, Executive Director, OK ETHICS

Honoring in Oklahoma City

Focus on Home

Abby Tompkins and Joli Sanders

Honoring in Tulsa

Leadership Tulsa

Wendy Thomas and Savannah Chamberlin

Keynote Presentation

What Motivates People to Lie, Cheat or Steal?

Jeff Simmons

Oklahoma Christian University

Chris Province

Purpose & Performance Group

Closing Remarks

Mary Lytle

Executive Director, OK ETHICS

The OK ETHICS Story



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

The Impetus

In the Fall of 2003, a small group of business leaders, educators and attorneys gathered to discuss the misconduct that led to the downfall of industry giants like WorldCom, Enron and Arthur Andersen. At the time, few companies had ethics hotlines or intentional conversations within their organizations promoting integrity in the workplace. Something had to change.

The Impact

The group began meeting monthly, with attendance doubling nearly every meeting! The grassroots effort in OKC reached high velocity during the summer of 2004, when Tulsa joined in a strategic planning session. They decided to formalize into a 501c6, known as the Oklahoma Business Ethics Consortium and now called OK ETHICS.

Quickly growing too large for discussion groups, speakers dedicated to ethics were invited. These included CEOs, university presidents, former governors, attorney generals, whistleblowers and authors. Thanks to its generous members, OK ETHICS continues to feature high-quality, thought-provoking presentations that are consistently praised by attendees.

The Purpose

In a nutshell, OK ETHICS' intention is to continually encourage, inspire and equip leaders in their endeavors to foster a culture of ethical behavior. To that end, OK ETHICS has hosted The OK ETHICS Awards since 2006, in order to share best practices among businesses, nonprofits and educational institutions.

The Future

When the Consortium began, the OK ETHICS Foundation was also established to reinforce ethical behavior at high schools and universities throughout the state. Growing fast, it was re-established as a separate 501c3 known as The SEED Foundation or The Student Education and Ethics Development Foundation.

Contribute to the Conversation

JOIN OK ETHICS TODAY!

**Memberships run from
October 1st to September 30th.**

If you join after January, your membership
rate will be prorated.

For more info visit okethics.com.

2022–2023

Executive Pilot Awards



Debbie Cowan

Senior Vice President and Chief Human Resources Officer, The Williams Companies

An accomplished Human Resources professional with more than 20 years of experience, Debbie Cowan is Senior Vice President and Chief Human Resources Officer for Williams. Debbie oversees all aspects of the Human Resources function, supporting approximately 5,000 employees across the county. Prior to joining Williams, Debbie served as Global Vice President of Human Resources, Koch Chemical Technology Group, LLC.

Debbie received her Bachelor of Arts in Psychology and her Bachelor of Science in Business Administration from the University of Arkansas and her Master of Arts in Organization Dynamics in Human Resources Management from the University of Oklahoma. In addition, she was recognized as Top 100 Diversity Leaders in Energy by the Energy Diversity Council in 2021.

An active leader in the community, she serves on the Tulsa Regional Chamber Board of Directors and Advisory Council for Meals on Wheels of Metro Tulsa. In addition, she serves on the Performance Contracting, Inc. Board of Directors, serves on the Ethics Committee, and chairs the Compensation Committee.



Rick Muncrief

President and CEO, Devon Energy Company

Rick Muncrief was appointed to the board of directors and elected president and chief executive officer of the company in January 2021 following Devon's merger with WPX Energy. Muncrief previously served as chief executive officer and chairman of the board of WPX Energy.

Muncrief holds a Bachelor of Science in petroleum engineering technology from Oklahoma State University, where he has also been recognized as a distinguished alumnus and is a member of the College of Engineering, Architecture & Technology Hall of Fame.

Along with Devon Energy, he also currently serves on the board of directors of Williams Companies in Tulsa. Rick serves on the board of directors and the executive committee of the American Petroleum Institute and is a past chairman and currently serves on the board of directors and the executive committee of the American Exploration & Production Council. In addition, he also serves on the national advisory board of the Gilcrease Museum, National Western Heritage & Cowboy Museum board of directors, Cal Ripken Sr. Foundation board of directors, Greater Oklahoma City Chamber, and United Way of Central Oklahoma board of directors.

Rick and his wife Gail have been married 42 years and are the parents of two grown children, both employed in the energy business, and have two grandsons.



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 actively promotes integrity in our community. In doing so, we humbly 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.



Our mission is to identify, develop, and connect diverse leaders who impact the community through service. Leadership Tulsa is committed to creating an environment where diversity, equity, and inclusion are embedded in processes, practices, and policies in the pursuit of our mission. We embrace the rich aspects of identity in our community. We believe that together we have the power to create meaningful outcomes.

Our programs annually support hundreds of Tulsans in building the knowledge, skills, and connections to impact our community through service. Leadership Tulsa's Community Engagement Impact (CEI) programs help individuals build their personal, professional, and community leadership skills. Changemakers build capacity in youth, adults, and systems to support youth in driving positive impact in Tulsa right now and into the future.

Leadership Tulsa has provided community leadership development programs for nearly 50 years. We ensure that all our programs promote integrity, good character, and ethical behavior through our curricular choices and outcomes measurement. Our programs annually involve up to 150 adults representing a diverse cross-section of the community who learn about the infrastructure, needs, and resources of Tulsa and how to get involved to effect positive change. We teach leadership as an action, not a position, and help our participants understand that listening and being

part of the community is essential for leading it. We specifically train our participants in the art and ethics of board service before sending them to serve, ensuring they understand their duties of loyalty, confidentiality, avoiding conflict of interest, and their fiduciary obligations.

Since the inception of our youth programming, Tulsa Changemakers, in 2016, we have hired, trained, and supported, 70 educators to guide 987 students at 44 schools in Tulsa Public and Union Public Schools to plan, execute, and measure 181 community impact projects, impacting an estimated tens of thousands of Tulsans.

Our youth programs use a "Listen, Listen, Act" model to develop promising youth leaders' leadership, social-emotional, and professional skills. To ensure we promote positive ethical behavior, we measure this through post-surveys (youth participants, parents/guardians, teachers, administrators, Coaches, and Coach Mentors), the Weikart Center's Social Emotional Learning Youth Program Quality Assessment tool, Coach observations and conversations, Levels of Impact (our measure of the quality of listening campaigns and execution of community impact projects), Contagious Leadership (the quantity of people not directly involved in the program that helped plan or execute a community impact project), and Breadth of Impact (estimated quantity of people impacted).

Leadership Tulsa





Focus on Home's primary mission is to provide furniture and furnishings for a dignified home to families in need as identified by social service agencies as ready for our services. At Focus on Home, we don't believe homelessness ends when a family secures housing! We know that there are hundreds of local Oklahoma City families who may have a roof over their heads and are no longer considered homeless but are still sleeping and eating their meals on a cold, hard floor, without many of the basic items for setting up a safe, healthy, and happy home. At Focus on Home we are striving to end the problem that we have titled "home"lessness.

We believe everyone should have a comfortable and dignified home, regardless of their race, income, or criminal background. We work with other agencies in the OKC metro area to identify those who are the most in need and most ready for our services. We will pull together a custom furniture package made mostly out of donated, gently used furniture and furnishings to meet that family's specific needs.

Families served by Focus on Home come from a variety of unfortunate situations. Some are

transitioning out of homelessness and into independent living for the first time in years. Some are headed by women escaping violence, and others struggle to be reunited with their children, after addictions and other challenges have separated parents from their children. Our clients are working with one of our partner agencies to become self-sufficient. However, a lack of resources keeps them from having homes that meet their basic needs. Our partners know the families well and refer those they think are the most in need and most likely to benefit from our help. We fill a void by providing donated, repurposed furniture to families who struggle to create a livable home.

Each week we welcome families who otherwise would not be able to provide the basic items needed to create a livable home for their families. We interview them in their spaces to fully understand their needs and how they use their space. We then go back to our warehouse and pull items we feel will fit their needs and their personalities. We know it is important for them to have a space in which they feel comfortable and proud.

Focus on Home



OK ETHICS Awards 2022–2023 Selection Team



Janice Guy

Janice Guy retired from OU-Tulsa as the Administrator of the University of Oklahoma's Internal Medicine Clinics. She dedicated her career towards improving Oklahoma's health care services, medical education, and health policy development.

She holds a BSN from the University of Tulsa and graduated as part of TU's inaugural nursing class. In her

30-year career she worked at Saint Francis Hospital, PacifiCare of Oklahoma, Hillcrest Healthcare System, and OU-Tulsa. She's a Fellow at the American College of Medical Practice Executives as well as a published author.

A native, lifelong Tulsan, Janice raised her two children there and now enjoys retirement by showing her granddaughter around T-Town.



Lori Mayhue

Lori Mayhue serves as the Executive Assistant for The Kimmell Foundation. She has worked in the nonprofit sector since 2011 and has a heart and passion for service. Lori earned her degree from Oklahoma State University. Lori is a member of The Junior League of Oklahoma City, where she has invested her time, treasure, and talent for the past 13 years. She has served on

various Boards and continually works to see a brighter community. Originally from Dallas, TX, Lori has lived in Oklahoma City since 2008. She and her husband, John, have a son named Hayden, and together they enjoy traveling, being in nature, and eating all kinds of food.



Cheryl Elias

Cheryl Elias retired as Director of Career & Retention Services at Tulsa Community College in 2018. Throughout her career, she worked in a variety of endeavors whose common theme was education and student success.

Cheryl began her career as an educator in Broken Arrow and Verdigris Public School Districts. She also spent a

number of years in higher education, primarily in Student Services, at Tulsa Community College as well as at the University of Tulsa. Her many titles included Academic Advisor, Director of Testing & Assessment, Director of Student Activities, Career Services' Recruiting Coordinator, and Director of Career & Retention Services.

She combined her expertise in public education and higher education as she served as a Regional Coordinator for the Oklahoma State Regents for Higher Education's Gear Up grants (helping public schools support the postsecondary success of their students) as well as State Tech Prep Coordinator for the Oklahoma Department of Career & Technology Education (aligning high school, tech school, college, and business partners for a seamless transition from classroom to workforce).

Cheryl received her B.S. from Oklahoma State University and her M.Ed. from Northeastern State 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.

Community Impact Award
HONORABLE MENTIONS
Oklahoma City — Positive Tomorrows
Tulsa — American Dream Center

Past Executive Pilot Award Recipients



Terry Spencer
ONEOK



Mo Anderson
Keller Williams Realty
International



Thomas Hill
Kimray, Inc.



Dr. Nathan Mellor
C3 Brands



Pierce Norton
ONE Gas



Peter M. Dobelbower
Hobby Lobby Stores, Inc.



Robyn Ewing
The Williams Companies



Jim Priest
Sunbeam Family Services



Jacque Fiegel
Central Oklahoma Region
for Prosperity Bank



Thomas Legan
Central Oklahoma Region
for Prosperity Bank



Larry Nichols
Devon Energy



Ted Streuli
The Journal Record



Tom Hill
Kimray, Inc.

Past Executive Pilot Award Winners are listed along with the organization they represented at the time of their recognition.

Past Community Impact Award Recipients

— 2021 —

Nonprofit Category



Education Category



Business Category



— 2020 —

Girl Scouts of Eastern Oklahoma
Metro Technology Centers
Stinnett & Associates

— 2019 —

ReMerge
Christian Heritage Academy
Metro Technology Centers
WPX Energy, Inc.

— 2018 —

Girl Scouts of Western Oklahoma
Oscar L. Parker Center for the Advancement of
Ethical Standards in Business and Society (ECU)
Kimray
Cordell High School
Girl Scouts of Eastern Oklahoma
Metro Technology Centers • ONE Gas
OSSM • Rotary Club of Tulsa • United Way

— 2017 —

Oklahoma Center for Character Education
Sunbeam Family Services
Better Business Bureau of Central Oklahoma
Rotary Club of Tulsa
Masonic Charity Foundation of Oklahoma
Metro Technology Centers

— 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

— 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

Compass Award Honorees

— 2015 —
Kimray, Inc.

— 2014 —
Hertz • WPX Energy

— 2013 —
OneOK • Linde

— 2012 —
MESA • OGE Energy Corp.

— 2011 —

Coppermark Bank • Devon Energy

— 2010 —

Express Employment Professionals
Kimray, Inc.
Retirement Investment Advisors, Inc.

— 2009 —

Chesapeake Energy
Leader Communications Incorporated

— 2008 —

BKD LLP • Ideal Homes
Principal Technologies, Inc.

— 2007 —

Bama Companies • Boeing
Coppermark Bank • Nextep, Inc.

— 2006 —

Eide Bailly LLP • Valir Health

The OK ETHICS Compass Awards were given between 2006 and 2015 to encourage companies' efforts to promote Oklahoma values of integrity at work. 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.

PINNACLE MEMBERS



NAVIGATOR MEMBERS



STAR MEMBERS



HORIZON MEMBERS



LEADING MEMBERS



TRAILBLAZER MEMBERS



Outreach

OK ETHICS HAS A LONG HISTORY OF COMMUNITY ENGAGEMENT



- **OK ETHICS** supports qualified nonprofit organizations by providing them with free Frontier memberships.
- **OK ETHICS** highlights the achievements of Oklahoma Schools of Character in promoting ethics bowls for high school and university students.
- **OK ETHICS** supports diversity and inclusion by featuring speakers and programs that bring unity to the community.

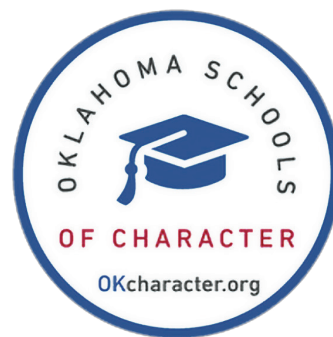
OKLAHOMA SCHOOLS OF CHARACTER

The Oklahoma Schools of Character Organization facilitates both the Oklahoma College Ethics Bowl and the Oklahoma Regional High School Ethics Bowl.

An Ethics Bowl is a collaborative yet competitive event in which teams analyze a series of wide-ranging ethical dilemmas. Responses are judged according to the quality of a team's reasoning and how well team members:

- Organize and present their case
- Attend to and analyze the morally relevant features of the case
- Anticipate and preemptively respond to commentary and questions

An exciting tournament, an ethics bowl is a great way for students to deepen their understanding and appreciation of interesting ethical and philosophical issues.



For more information or to volunteer visit okcharacter.org.

2022-2023 ETHICS BOWL CHAMPIONS



Academy Aristotle

placed 1st in the Oklahoma Regional High School Ethics Bowl and will compete with Colorado in the Divisional Playoffs, February 18th.



OC Aguilas

placed 1st in the Oklahoma College Ethics Bowl and placed 1st at the Texas Regional Ethics Bowl. They will compete at the Intercollegiate Ethics Bowl in Cincinnati, Ohio at the end of February 2023.

2022-2023

OK ETHICS Leadership

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



MARY LYTLE
*OK ETHICS
Executive Director*



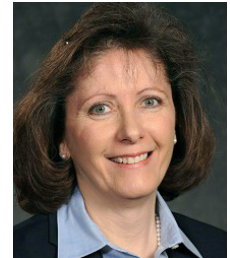
LYNN FLINN
*Board President,
Founding Member
Women's Executive Board*



ANGELA BYERS
*Board President Elect
Byers Creative*



BRANDON PECK
*Treasurer
Insurica*



MYRNA SCHACK LATHAM
*Governance Chair
McAfee & Taft*



STEFANIE PITT
*Membership Chair
System One*



TRAVIS JONES
*Program Chair
Career Development Partners*



COURTNEY FRANKLIN
*Secretary
Love's Travel Stops &
Country Stores*



VIC ALBERT
*Director
Ogletree Deakins*



STEPHANIE CIPOLLA
*Director
Cherokee Nation
Businesses*



SHANNON HIEBERT
*Director
YMCA of Greater
Oklahoma City*



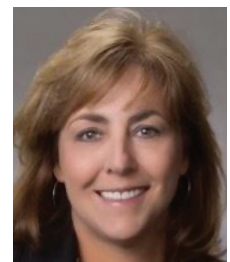
MELANIE HARR-HUGHES
*Director
Kimray*



LAURA HILL
*Director
Williams*



MELISSA HULL, CPA
*Director
HoganTaylor LLP*



DEBBIE KING
*Director
ONEOK*



DAVID MAYFIELD, CPA
*Director
Arledge Certified Public
Accountants*



ALECIA NASH
*Director
AAA*



**MELANIE THOMPSON
STILLINGER**
*Director
Mosaic Personnel*



ERIC WILSON
*Director
Helmerich & Payne*



REX WILSON
*Director
ONE Gas, Inc.*

Guiding Principles

Adopted July 2004

— 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 view, public discourse 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.

— 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, sponsor and speakers; as well as 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

— 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.

To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First values and philosophies.

Be the difference — Join Now
www.okethics.com