Pam Smith BELIEF Scholarship rewards great personal integrity

By Mike Silver

The BELIEF Scholarships awarded this semester were the first of many scholarships to come. The scholarships were made possible by Dr. Pam Smith (Professor of Accountancy) and her husband, Jon Mayer. In 2013 they seeded the scholarship and in 2014 began endowment, which will ensure a scholarship into perpetuity. This means that every year a scholarship will be awarded to a College of Business student that demonstrates great personal integrity.

Pam Smith believes that students that demonstrate integrity through purposeful, thoughtful decision-making, and demonstrate an ability to take action in the face of ethical challenges, deserve to have their academic and professional goals supported. She also believes that those who receive the award will become inspired and empowered to grow into ethical leaders with the achievements of their goals and continuance of their strong personal integrity.

This year’s recipients of the BELIEF Scholarship are Cristiano Miroballi and Jesse Laseman, who have begun to show these traits.

Pam has certainly been an integral part of ensuring ethical awareness and development in the College of Business.

Jill Tice Alumni Spotlight

By Matt McLaughlin

Jill Tice is a Northern Illinois University Alumni and a past member of LEAD. Her interest in ethics was sparked when she took a business ethics philosophy class at the College of DuPage and still to this day that particular class remains one of her favorites of all time.

Jill is a Certified Public Accountant for Crowe Horwath, LLP. She is the Senior Staff in-charge of the Audit department specializing in the Employee Benefits Plans Group. Her job focuses on auditing employee benefit plans such as 401 (K) Plans, Pension Plans, and Health and Welfare Plans. Her duties include staying in contact with her clients throughout the entire audit process, which includes planning, fieldwork, and finally when the report on the financial statement is issued. She must also keep the managers and partners up to date with the process. Jill also handles training new and experienced staff members.

Some ethical implications that Jill Tice must be aware of in the world of work is to know what each of her audit teams are doing. She needs to know if they are entering their hours spent on the clients properly in order to ensure the expenses are being entered reasonably and appropriately. There are inquiry requirements and information/documentation requirements, and Jill needs to be sure that what has been entered into the audit work papers
**Faculty for Ethics Spotlight: Brian Mackie**

By Nick Nigro

I had a chance to sit down with Dr. Brian Mackie, a member of the Faculty for Ethics team at NIU, and was able to learn how much of a passion he has for ethics and

David McCoy is the Senior Vice President and the Chief Financial Officer for National Bank and Trust (NB&T). His duties deal with all financial managing and recording.

His first interaction with ethical dilemmas in the work force occurred at his first job at McDonald’s, when he was only 16. David witnessed managers and employees steal money from the cash registers. David alerted the head manager about the situation and viewed himself as an “early whistle blower” on the situation. Some employees were terminated and the manager was forced to transfer stores. This is how David first gained interest in ethical issues.

Another ethical encounter that David faced in the business world was when his boss asked him to report information that contained better results than were accurate. David denied the offer and was given more respect within the company.

Presently, David handles ethics in his day-to-day life. Some ethical dilemmas that he faces deal with external and internal publications. His company has shareholders, so they need to be true and accurate. Any negative feedback could sway the public’s opinion on the company.

David also believes that it is important to avoid shortcuts. Some examples of shortcuts are signing off on reconciliations before reviewing them. When David and NB&T encounter ethical dilemmas within the company, they are met directly and without hesitation. NB&T practices risk management procedures. The company believes that when ethical dilemmas arise, there cannot be a delayed response, and fraud cannot be tolerated.

Something that NB&T stresses for their supervisors is the need to be aware that employees are always pressured to please their bosses, and therefore these employees should not be put in situations where they have to choose between doing what they believe is right and pleasing their boss.

David also follows ethical stories in the news. He closely follows the continued reporting on Bank of America and the mortgage fraud fallout.

**Meet the Corporate Sponsors: David McCoy**

By Matt McLaughlin

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David first became involved with BELIEF eight years ago when he became a representative for NB&T and BELIEF. NB&T became involved with BELIEF from the very beginning and David was involved with the initial partnership and the founding of BELIEF. Currently, he sits on the program’s corporate advisory board. David
The Director’s Corner

By Dr. William C. McCoy, Director, BELIEF

I am smiling as I write my portion of this newsletter. The origin of my smile comes from my reflection of the BELIEF Program over the last year. It has been a busy year; a year that has seen the development of new ideas and masterful triumphs. This is a year that has seen definitive progress of the program, and unwavering support from all its stakeholders. What are those triumphs? I thought you’d never ask…

• BELIEF sponsored its first “Meet the Firm” event with our corporate partners hosting mock interview sessions with College of Business students.
• BELIEF hosted another successful BELIEF Day with Caterpillar demonstrating outstanding leadership in their sponsorship of the keynote event.
• BELIEF continued its tradition of offering ethics curriculum training not only to the faculty and staff of the College of Business, but included other faculty members from around the university. We were very fortunate to have our university president, Dr. Douglas Stoesz, give of her time and resources to make sure that BELIEF stays on top of its game. To all, I simply say—thank you!

These are but a few of the many successes we’ve had this year, and we are positioned to do even greater things in the coming year. I invite every reader to continue, and perhaps increase your support of a program that is strengthening the foundation upon which the College of Business stands. We could not do it without our dedicated faculty and staff, our hard working and innovative students, and our supportive and committed corporate partners and sponsors.

We cannot say enough about the support and guidance of our dean—Denise Schoenbachler, who walks the talk of ethics on a daily basis. Lastly, I’m appreciative of the leadership given by our Associate Dean—Beth Towell, who gives of her time and resources to make sure that BELIEF stays on top of its game. To all, I simply say—thank you!

Scholarship

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NIU College of Business.

For over 20 years she’s shown an extreme passion for ethics. She believes that students want to do the right thing and that the BELIEF framework can help them recognize ethical issues and make good decisions. She has given numerous presentations on this topic and is a co-author of the NIU College of Business Ethics Handbook. She’s also been a crucial part of BELIEF at NIU and founded the student group, LEAD. She was the first faculty advisor for LEAD and was the first to accompany an NIU team to the International Eller Collegiate Ethics Case Competition.

As a member of LEAD, I can certainly attest to the great ethical growth and awareness this has had on not only those who are a part of LEAD, but the College of Business as a whole.

Deciding on the name of the scholarship was rather difficult for Pam. She wanted to be the first of many contributors to the BELIEF scholarship and encourages others to contribute to the scholarship. In fact, a colleague of Pam has already made a pledge and with additional pledges the scholarship can grow to help even more students achieve their goals.

I believe Pam said it best when she stated, “Everyone can make a difference and every little bit can help a student achieve their goals.” However, many of her colleagues recognize what she does for ethics education, and many believe that is what she contributes the most to NIU. Her husband agrees and really pushed for the scholarship to be named after her in order to leave a legacy that will exemplify all of her efforts.

After some convincing from her colleagues and husband, the scholarship has officially been named the “Pam Smith BELIEF Scholarship: An Endowment for Ethical Leadership.”

This is certainly a suitable name in my eyes, as it will hopefully inspire those who receive the scholarship to become ethical leaders and give back like Pam has.

Baker, with us as our special guest.

• For the first time in our history, we have a named scholarship that will exist perpetually through the kindness and generosity of one of our founding members—Dr. Pam Smith, who embodies the very essence of ethics education in business.
• Our student group, LEAD, successfully operated the largest and most complex NIU Ethics Competition to date, with well over 150 individuals attending the event.
• LEAD continued its discussion series event with great participation from both on-campus students and NIU students located off-campus.
• LEAD also participated, for the first time, in the Regional Ethics Bowl held at the Illinois Institute of Technology.

McCoy

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believes that BELIEF is successful in creating awareness and is good at stressing the importance of ethical behavior in business. Ethics should not be optional when it comes to the education process of business students. Ethical awareness is also a great candidate separator for college students entering the work force. David believes that BELIEF could incorporate more businesses and also increase the universal acceptance of the program. David’s advice to all College of Business students is to work diligently at getting internships. Future employers believe that practical work experience is a great way to separate oneself from the competition.
Spotlight

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is what actually took place. She also ensures that time and expenses are entered appropriately. In auditing, her team relies on their clients and their evaluation of the documentations and their responses to determine if they are acting ethically.

Jill personally handles ethical dilemmas by using the “Mom” test. She believes that, “The choices are not always simple ones when facing an ethical dilemma, but if I can stand in front of my mom and tell her without feeling my heart drop into my shoes, then I know I am OK.”

Jill got involved with LEAD a year after it was founded. She was introduced to LEAD during a classroom lecture. She had a prior concern with ethics and she believed it was a very important topic given the events happening around her at the time. She was very passionate about the idea that ethics had to be in the forefront of the students mind and this is an idea she still holds true to this day.

Joining LEAD was a way for Jill Tice to get involved and take action on her beliefs. Jill thinks that BELIEF helps bring people together who feel passionately about ethics, and also finds a way to engage students with this important topic. She also believes that College of Business students should realize that there are ethical dilemmas within any career that they choose. BELIEF provides these students with the tools and practice to make the right choices.

Jill’s advice to all College of Business students is to get to know your professors. They are a student’s greatest resource and they take ethics, your education, and your future seriously. They are not only teachers, but mentors.

Lasting Impressions

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