Director’s address

Fraud takes center stage in the pandemic

By Neil Doughty, Director, BELIEF Ethics Program

The COVID-19 pandemic created enormous obstacles for all, as we learned to work and live under extremely different and difficult circumstances. While the vast majority of Americans demonstrated empathy and mutual support in negotiating those challenging times, there were a large number of unfortunate incidents where fraudsters took advantage of the chaos. A cursory view of the U.S. Department of Justice website (justice.gov/coronavirus/news) provides a long list of pandemic-related fraudulent incidents that took place. A few examples:

- Kissimmee Man Surrenders On Federal COVID Relief Fraud Charges.
- Omaha Woman Sentenced For Role in Forged Stimulus Check Conspiracy.
- Leicester Man Sentenced to Nearly Three years in Prison for Unemployment and Loan Fraud Schemes Related to COVID-19 Pandemic.
- Owner of Tech Services Company Sentenced to More than Three Years in Prison for $13 Million COVID-Relief Fraud Scheme.
- Real Estate Developer

BELIEF Director Neil Doughty

Faces Federal Charges for Fraudulently Obtaining COVID-Relief Program Funds, Laundering Proceeds.
- Coral Springs Man Charged with COVID Relief Fraud, Using Loan Money to Service and Repair His Vintage Car.
- Former Head of Anaheim Chamber of Commerce Pleads Guilty to Federal Fraud, False Statement and Criminal Tax Charges.

Types of fraudulent activities that occurred included business owners misrepresenting the size of their companies for PPP loans, use of false IRS statements to apply for relief funds, applying for relief for nonexistent companies, using funds for other than their intended purposes, and offering fraudulent goods and services such as nonfunctional COVID testing kits and alleged N95 masks that did not meet that standard of protection.

As of December 2021, over $1.2 billion in fraudulently acquired relief funds had been recovered. Various authorities believe the ease of applying for relief funds and selling goods online contributed to the volume of fraud that occurred. Additionally, there was a belief that authorities would not be able to track every transaction due to the huge volume of aid that was disbursed. The BELIEF Business Ethics program exists to educate our students that ethics always matter regardless of the circumstance, and that there’s never an excuse for cutting corners or doing the wrong thing. I am grateful to our awesome faculty for their efforts in constantly reinforcing that point. Through classroom discussion, case studies, written assignments, guest speakers and ethics case competitions, BELIEF will continue to be a leader in ethics education and ensure that our students do not end up in the news for the wrong reasons.

Go Huskies!

Neil C. Doughty
Retiring Pendergrass reflects on his career

John Pendergrass, visiting assistant professor of Operations Management and Information Systems (OMIS) retired at the end of the 2022 spring semester. He was a longtime member of Faculty for Ethics, and as such was instrumental in advancing ethics education at the College of Business. In addition to providing input on improvements to ethics education, Pendergrass also thoroughly enjoyed helping student teams prepare for ethics case competitions. He was always a positive contributor and will be missed. The following is a brief Q&A with him where he reflects on his career.

Tell us about your background.
I was born, raised and lived most of my life in the southeast. I started my professional life working in electronics and discovered I had an interest in computers. I graduated with an undergraduate degree in computer science from the University of Alabama at Birmingham in 1989. I already had a family and was working full time by then. I began a career in IT and a job brought me to Chicago in 2003. I have been in the Chicago area ever since.

What additional education did you receive?
I completed a master’s of information systems at DePaul, and acquired a Ph.D. in MIS from the University of Illinois Chicago. I defended and graduated in 2015.

How did you transition from industry to teaching?
I began teaching at NIU the fall of 2015. I had done adjunct teaching in Alabama and the Chicago area, including Argosy University.

How did you come to NIU?
I was wrapping up my time at UIC, and due to my industry experience and age felt a clinical position would fit best. The College of Business OMIS department was looking for a visiting assistant professor, so I hired on. I had opportunities elsewhere, but my wife was caring for a family member here and subsequently became an assistant professor at the Loyola School of Nursing, so NIU was a good fit.

Where do you live?
I lived in Chicago for some time, then moved to Naperville due to the commute to DeKalb.

Tell us about your experience at NIU.
I have very much enjoyed my time at NIU. I love the collegial and supportive environment, and OMIS department head Chang Liu has been extremely supportive and a pleasure to collaborate with. In addition to teaching, I served on several committees, including the COB Senate, the Gen Ed committee, Faculty for Ethics and the Northern Star newspaper. Everyone I’ve dealt with has been very professional and nice.

Talk about the value of ethics education at the College of Business.
BELIEF offers students several valuable things. One is expressing the importance of ethics, giving students the opportunity to absorb that. I really like the BELIEF Decision Making Framework. Most of what I teach in information systems is expressed in some form of framework, so this makes sense. BELIEF helping students identify when there may be a problem and then helping them think about it not only helps them do the right thing but also helps advance their careers. In the long run, it’s the people who do the right thing who succeed the most. Those who don’t do the right thing make the press because it’s news. I feel that NIU students have an advantage due to their knowledge of the decision-making framework.

I met a neighbor in Chicago, a fellow dog walker, who said he had hired NIU graduates and was very impressed with them. I was able to get some of my students placed with him. NIU has a positive image in the Chicago job market, and in part that is because they learn how to do the right thing and make good business decisions. Making a good business decision is more than just knowing the skills in your particular field, such as accountancy. Business is people doing things for people. When you do the right things, that will bring you more success, also more gratification and satisfaction.

What’s next for you?
This fall I will not be teaching or working, I will be taking a breather and figuring out what’s next. I have taken up bonsai and enjoy gardening a lot. I will be available for judging the College of Business high school ethics case competition.
NIU LEAD members participate in national ethics competition

By S. Serpe, Journalism ’20, 2L NIU Law, Impact Lab

NIU Leaders In Ethics And Academic Discipline (LEAD) students Alison Kramer and Sydney Klunk represented the College of Business at the Eller Ethics Competition. LEAD is a student organization that focuses on ethics in business settings. The Eller Ethics case competition, which hosted more than 20 universities from across the country, took place at the University of Arizona on the weekend of Oct. 15. The competition presented the students with a hypothetical ethical dilemma on the environmental implications of deep-sea mining and asked them to provide a solution.

“We did hours of research before putting together our recommendations and presentation,” said Kramer. She is a McKearn Research fellow, an achievement of note for NIU students. She also serves on the NIU College of Business Dean’s Student Advisory Board.

“We had to analyze the stakeholders, ethical issues, legal issues and financial issues that come along with deep-sea mining and come up with a recommendation on how to proceed with all of those issues in mind,” added Klunk, Kramer’s teammate and an experienced LEAD student who was participating in the Eller competition for the third time. “I always enjoy these competitions, so I was excited to participate and I also knew what to expect in a general sense. For this challenge, Alison and I decided it would be best to create a team of professional marine biologists, scientists and other people who know more about deep-sea mining. We determined that it would be the right call to begin mining under restrictions put in place by this team of professionals along with the International Seabed Authority.”

Both students were excited to take in the environment, which mirrored a real-world business conference.

“Participating was a lot of fun because of the networking with other students and faculty from participating schools. It was a very professional environment, which was intimidating but also a good look into what the business world looks like,” said Klunk.

Kramer agreed, adding, “It is always professional and intimidating when you first get there. You can always spot the other competitors at the hotel. After the reception dinner and the first round, you usually get to know everyone super well and it’s fun to chat with each other.”

BELIEF Faculty Development Event

Numerous College of Business faculty joined on March 4, 2022 for our annual BELIEF Faculty Development Event. These events are a critically important part of the BELIEF infrastructure.

Seung-Hyun Lee, professor of organizations, strategy and international management at the Jindal School of Management at the University of Texas at Dallas led a workshop entitled, “Stress, Academic Fraud and Cheating.” Lee’s stated purpose for the event was to help our faculty understand how to reduce cheating in the classroom. Various studies indicate that 50% or more college students cheat in some form. Drivers of academic dishonesty include test anxiety, perfectionism, time management problems, competition and the impact of grades on career. Stress has also been at

LEAD hosts regional ethics bowl

The LEAD student organization hosted the Upper Midwest Regional of the APPE Intercollegiate Ethics Bowl Nov. 13, 2021. From the APPE website:

Established in 1991, the Association for Practical and Professional Ethics (APPE) is a nonprofit 501(c)(3) membership organization dedicated to advancing scholarship, education, and practice in practical and professional ethics. APPE fosters moral reasoning skill development, works to promote ethical conduct in all sectors of our daily lives, nurtures the next generation of ethical leaders and seeks to advance civil public discourse on diverse ethical issues.

APPE Intercollegiate Ethics Bowl (IEB): For more than 25 years, student teams from institutions of higher learning across the country have held a national ethics bowl competition. During each competition match, a case is selected from a set of prepared cases and a moderator poses questions based on that case. Cases are drawn from all areas of ethics such as: education ethics (cheating or plagiarism), personal relationships (dating or friendship), professional ethics (engineering, law, medicine), or social and political ethics (free speech, gun control). Teams delve into the multiple ethical dimensions of the case and present their ethical analysis. A panel of judges probes the teams for further justifications and evaluates team responses. Rating criteria are based on intelligibility, focus on ethically relevant considerations, avoidance of ethical irrelevance and deliberative thoughtfulness.

A total of 16 teams from the following colleges and universities came to Barsema Hall for the event: Illinois Wesleyan University, Loyola University Chicago, the University of Chicago, Carleton College, Macalester College, Harper College, Northwestern University, Indiana University, Triton College, Grand Valley State University, the University of Wisconsin-Madison, and Ripon College.

LEAD worked with regional coordinator Brett Fulkerson-Smith of Harper College to organize and run the event. LEAD made Barsema Hall room reservations, identified dining and lodging options for visiting teams, acquired judges for the event, and provided food and drink for participants, faculty advisors and judges. The event brought approximately 150 people to DeKalb and Barsema Hall.

After a spirited day of competition, a team from Indiana University was declared the winner and advanced to the national finals. LEAD extends its sincere gratitude for the judges, most of whom were College of Business alumni and faculty, for devoting a Saturday to this important event.

LEAD
Continued from Page 4.

While both students greatly enjoyed participating, they also were proud to represent NIU and LEAD. “We always love to represent NIU at these competitions and are proud of our work,” Kramer said. “LEAD has been great … so much so, I have stuck with it throughout my four years at NIU. It has provided so many wonderful learning and leadership opportunities.”

Klunk agreed, adding, “LEAD has opened up so many avenues to grow: from traveling around the country for these types of competitions and networking with high-ranking executives, to attending insightful events with speakers who are passionate about ethics.”
HEAT events reinforce ethics messaging

Huskie Ethics Awareness Talks (HEAT) are presented each month by LEAD to give students opportunities to learn ethics lessons from speakers in various industries. Below are some of the events that took place during the 2021-22 school year.

Nathaniel Sena Amenyo, entrepreneur, on ethics and positivity.
Drew Butts, group talent manager at Enterprise, on the importance of your personal brand.
Bob Aducci (NIU 1980), owner of Aducci Partners Ltd., on mindfulness.
Dominick Archer (NIU), retired former director of loss prevention at Ulta Beauty, on Examples of Business Fraud.

We are grateful to these speakers for taking time to impart important real-life ethics lessons to our students.

LEAD environmental activities

LEAD maintains wildflower beds in Central Park (left photo) and has helped plant trees in the median of Lucinda Avenue (right photo). Above, LEAD members distributed apples in Holmes Student Center. Left to right, Alex Wetle, Kevin Schmidt, Nate Ulmer, Neil Doughty, River Lee. Not pictured: Olivia Derrera.

LEAD maintains wildflower beds in Central Park (between Grant and Stevenson Halls) and elsewhere. They also collaborated with other NIU students on an Earth Day 2022 event where three trees were planted in the median of Lucinda Avenue on campus. They also distributed apples from a table in Holmes Student Center to bring awareness to more tree and flower planting opportunities. Thanks to all for making a difference in this way.
BELIEF High School Ethics Competition

LEAD hosted this annual event April 22. Over 70 students from 10 high schools came to Barsema Hall to participate in this competition: Belvidere, Byron, DeKalb, Genoa-Kingston, Hiawatha, Marengo, Rochelle, Somonauk, Stillman Valley and Sycamore.

LEAD students were responsible for inviting the schools, acquiring judges from among COB faculty and alumni, creating the schedule, reserving and configuring the rooms, arranging for visitor parking, ordering and serving food, and running the event. Student teams were given a case dealing with the environmental impacts of Bitcoin mining, which they researched and made presentations on. The winning team was comprised of: McKenzie Hallaron, DeKalb High School; Avey DeRuyter, Sycamore High School; and Kameron Schroeder, Sycamore High School.

Thanks to participants, faculty advisors, judges and LEAD students for this successful event. Thanks also to COB Management Professor Bart Sharp for constructing and donating the winners’ trophy as he has graciously done for many years.

Students represent at Stetson competition

From NIU Today April 7, 2022

At the NIU College of Business, business ethics are infused into every course in the college’s curriculum offerings. Students are encouraged to participate in programs and events centered on ethics as a necessary component for success in life. Indeed, encouraging students to factor in ethical issues when making decisions speaks directly to the college’s core values: Excellence, integrity and caring.

To that end, on Feb. 18, Frank Beecham and Patryk Nicieja, both student officers in the NIU Leaders in Ethics and Academic Discipline (LEAD) student organization, represented NIU’s College of Business in the Stetson University Ethics Competition.

This invitation-only event was held virtually this year, with 16 institutions invited to participate. Participating universities included: Northern Illinois University, Belmont University, Campbell University, Clemson University, Elon University, Florida Gulf Coast University, Florida State University, Georgetown University, Iowa State University, Pennsylvania State University, St. Petersburg College, Universidad Panamericana, University of Calgary, University of Florida, University of Massachusetts-Amherst, and University of North Dakota.

The annual competition challenges students to think like consultants and provides a “case,” or ethics problem for them to solve using the ethics framework they’ve learned in classes.

“We worked as consultants for the International Code Council (ICC) and were asked to answer their questions about ensuring the release of safe and effective building codes that were directed toward tackling climate change while satisfying all ICC stakeholders,” said LEAD student Patryk Nicieja. Nicieja joined LEAD after his instructor Neil Doughty discussed the importance of ethics in business education. Doughty directs the college’s Building Ethical Leaders using an Integrated Ethics Framework (BELIEF) program and has recently been named as the internal college coordinator for the college’s newly launched Diversity, Equity and Inclusion initiative.

BELIEF is dedicated to helping business students understand how to identify ethical dilemmas and how to construct solutions to those problems. LEAD is the student organization that supports BELIEF. Its members host talks on business ethics. They also participate in case competitions such as the Eller Ethics Competition, held during the fall semester, and the Stetson competition.

“Ethical business practice is essential. I used to overlook its importance prior to LEAD because I thought business was only about making money, but I learned otherwise from my time in LEAD,” said Nicieja. “Ethical business practices ultimately impact everyone including shareholders, employees and consumers. For example, during our case competition, we provided consulting for a company with unethical practices, and eventually, the dominoes started to fall for them. But if they had

See Stetson on Page 16.
LEAD — Leaders in Ethics and Academic Discipline

LEAD is the student group in support of BELIEF. LEAD students bring speakers to the College of Business for Huskie Ethics Awareness Talks (HEAT), host a high school ethics case competition, compete in intercollegiate ethics case competitions around the country and organize other activities to promote ethics education.

Alison Kramer
President
Accounting and Social Entrepreneurship Major
Graduated May 2022

Hailey Kofoid
Vice President
Leadership and Management Major
Graduating May 2023

Makkah Mujahid
Treasurer
Accounting and OMIS Major
Graduating May 2023

Jenna Robinson
Secretary
Business Administration Major
Graduating May 2024

Katherine Lavoie
Director of Outreach
Accounting Major
Graduated May 2022

Zane George
Director of Events
Management Major
Graduating May 2023
Sydney Klunk
Past President of LEAD
Marketing and Management Major
Graduated May, 2022

Hannah Kofoid
Director of Marketing
Marketing Major
Graduating May 2023

Cristian Ramirez
Graduate Assistant,
OMIS Major, Graduated in May 2021
Master of Information Systems
Graduating December 2022

Kate James
Accounting Major
Graduated May 2022

Keira McFarland
Accounting Major
Graduating May 2024

Gary Dhami
Accountancy Major
Data Analytics Minor,
Graduated May 2022

Frank Beecham
Human Resource Management Major
Graduating December 2023

Bella Alfaro
Marketing Major
Business Analytics Minor
Graduating May 2024

Patryk Nicieja
Finance Major
Graduating May 2025
Faculty for Ethics (FFE)

Faculty for Ethics is the faculty group in support of the BELIEF program. They meet monthly during the school year to identify ways to broaden the scope of ethics education at the college. They also help LEAD members prepare for intercollegiate ethics case competitions and serve as judges for the high school case competition that is run by LEAD.

Daewoo Park  
Associate Dean

Amy Buhrow  
Senior Director, Strategy,  
Student Success and Accreditation

Neil Doughty  
BELIEF Director

Mark Mellon  
Accountancy

John Pendergrass  
OM&IS

Reza Rajabi  
Marketing

Wenlian Gao  
Finance

Eric Michel  
Management
Fall BELIEF Week 2021

BELIEF Week, which is held every semester, is a celebration of our commitment to ethics education at the College of Business. Fall BELIEF Week was held Oct. 4-8, 2021 with three events in its speaker series.

Joe Vrankin, NIU class of 1988, spoke to students in Barsema Hall Oct. 4. He is the former CEO of TopGolf and current CEO of Puttshack. Puttshack is bringing a total dining and entertaining experience to miniature golf, similar to what TopGolf did with the driving range concept. Vrankin described ethical issues he’s dealt with in his career and reinforced the value of ethical behavior in all business dealings. He attributes much of his career success to his reputation as an ethical person.

Claudia Bonilla-Carmicheal, NIU class of 1999, made the BELIEF Week keynote address in Barsema Hall Oct. 5. Bonilla-Carmicheal is the founder and CEO of Organic Hair Care Inc. She originally developed her products to provide her children natural and effective hair care products that are free of artificial ingredients. Her products have been used by major awards shows and are distributed nationally through boutiques and Amazon. Bonilla-Carmicheal gave a compelling presentation where she described her journey as a woman of color in business, from single mom to CEO.

Scott Rosenfelder, NIU class of 1985, and Eric Wasowicz, NIU class of 1980, held a virtual panel discussion attended by over 100 students Oct. 6. Rosenfelder is a retired managing director from Deloitte, and Wasowicz is a board member of Kenway Consulting and member of the NIU board of trustees. As career technologists, they discussed ethical issues in the tech world. That is a dynamic subject since emerging technologies often appear before their associated ethical guidelines have been contemplated. Rosenfelder and Wasowicz gave students good advice on how to protect their reputations in the dynamic tech field.

Spring BELIEF Week 2022

Spring BELIEF Week was held Feb. 28 to March 4, 2022 with two speaker series events.

Terry Jimenez, NIU class of 1994, and Michael Chihoski, NIU class of 1991 and 2008, held a virtual panel discussion attended by over 100 students March 1. The title of their discussion was “Emerging Topics in Business Ethics.” Jimenez is former CEO and board member of Tribune Publishing, which operates a number of major newspapers including the Chicago Tribune. Chihoski is senior associate vice president at the University of Rochester. The panel had a great Q&A session with students where they recounted ethical issues they’ve dealt with in their careers and forecast new issues on the horizon.

Jocelyn Moore, NIU class of 1999 and 2009, delivered the BELIEF Week keynote address on March 1. It was delivered virtually and attended by over 100 students. Moore is general manager, global diversity and inclusion at Microsoft. Her presentation was entitled “Diversity, Equity and Inclusion in the Modern Workplace.” She described ways in which Microsoft is addressing DEI and made recommendations to students on how to do the same when they reach management positions.
Students of NIU Business
Katherine Lavoie

**Hometown:** DeKalb, IL  
**Year:** Expected graduation: 2022  
**Major:** Accountancy

**What did you want to be when you were growing up? Are you pursuing that as a major, or have you taken another path?**

While growing up, I knew that I wanted to have a career in the business field. I never knew exactly what area of business until I had to do research on a career that I was interested in during middle school, and I chose accounting. After doing research on it, I decided that I was interested in it and am now pursuing it as my major.

**What is your major (and/or minor) and why did you decide on this course of study?**

I am majoring in accountancy. Once I learned more about the field for a research project in middle school, I knew that it would make a great career. I took a basic accounting course at Kishwaukee College and loved it, which is why I’m majoring in it now.

**What has been something you have found pleasantly surprising about your experience at NIU?**

One thing I have found pleasantly surprising about NIU is how many new people you can meet. During each semester at NIU, I have had the opportunity to meet new friends through classes and extracurriculars, and I maintain contact with them even if we no longer see each other in class.

**How have you connected with other students virtually to study for classes, meet new people or form new friendships?**

Staying connected is difficult online. One thing that is really great is having group chats for clubs, Discords for each major and maintaining current relationships through Zoom meetings.

**Are you involved in any student organizations, mentoring programs or extracurricular activities? If so, which ones? How have they added to your experience as a Huskie?**

I am involved in Leaders in Ethics and Academic Discipline (the College of Business ethics club), the College of Business Dean’s Student Advisory Board and the Student Accountancy Society (SAS). I am also an honors student. Being part of different groups is a great way to get involved at NIU. It has helped me expand my skill set and knowledge of my major, as well as expand my network.

**Who has been one of your favorite instructors/professors and why? What course did they teach?**

One of my favorite instructors was Madelyn Anderson, who was my communications professor, because she was not only a great instructor, but she also encouraged us to participate in NIU events and volunteer in the community.

**Where is your favorite spot on campus or in the community? Why are you drawn to it?**

My favorite spot on campus is the fountain behind Barsema Hall. It is a great place to go between classes and relax while also not being too far away.

**What advice would you give to a student who is applying to colleges?**

Some advice that I would give is to try to make connections to people. It is a great way to learn more about the college, and it also makes transitioning into college easier because they are a great source of advice, especially if they are in the same major.

**Coming to college, what is something that you have had to learn to do differently?**

The biggest thing that I have had to do differently is focus more on the big picture. College is not just about getting perfect grades and learning about your field, it is about creating a network, figuring out what kind of life you want to live and your personal values that will shape your future.

**What do you do to relax or recharge?**

I like to crochet, and whenever I have a few hours of free time, I like to go hiking.

Reposted by M. De Jean, director of marketing of the NIU College of Business, from NIU Huskie Spotlight.
Celebrating student leaders

Kate James  Women in Business Professions

To celebrate International Women’s History Month, we asked some of the student leaders in the Women in Business Professions (WIBP) student organization to share their thoughts on women helping women, bringing others along and their WIBP experiences.

NIU experience: Major in accountancy; dual-enrolled in the master of accounting science program. Certificate in nonprofit and NGO studies. College of Business Dean’s Student Advisory Board member. Accountancy Mentor Program student mentor. Leaders in Ethics and Academic Discipline member. Previously, WIBP vice president of finance (fall 2021), president (fall 2020) and vice president (spring 2020). Currently, WIBP president.

Last semester, NIU President Lisa Freeman gave a presentation to our group and spoke at length about the importance of women supporting women. A piece of advice she gave that really resonated for me was to create connections with individuals who will advocate for you. In other words, create a group of connections with people who will speak positively or highly of you when you’re not in the room. That’s incredibly powerful and something I had not heard before.

Along those lines, being an advocate — for yourself and for others — is a big part of women empowerment. I recently watched a Ted Talk on this exact topic. The talk shared how being an advocate for others is beneficial and in what situations it should be done. The speaker also focused on the times when a woman’s idea will get overlooked or taken by another, one way to be an advocate is to bring attention back to her and her idea or share her idea with other people, while making sure to give her credit for it. An important way to help individuals feel more comfortable about sharing their thoughts is to bring them along. This, for me, means making sure everyone is included and actually feels included. This can be in a conversation, in an activity, an event or even in future opportunities. It’s important for men to be a part of this conversation and to be aware of these things because men will be and are working with women. In my mind, this is an important leadership trait for everyone: making sure everyone is included and no one is negatively singled out. The great thing is we all have the capacity to be intentional about doing this, no matter the role we may or may not hold within organizations or in groups.

Staying open to learning, even when you’re in a leadership role, is also key. Something that has surprised me the most about being part of WIBP is how confident it has made me. When I first joined the organization, I never imagined one day being the president. And now, here I am, in my second semester as president. This organization has taught me: making sure important life skills, pushed me out of my comfort zone, expanded my awareness (and continues to) and has given me more confidence in myself and my abilities.

WIBP faculty advisor and marketing Professor Denise Schoenbachler has been a significant role model for me during my college career. I’ve met with her multiple times on issues beyond the organization itself. She’s provided great advice to me on school and on potential opportunities at NIU and beyond. She’s been generous and invaluable in so many areas, including informally mentoring me during my internship with Northwestern Mutual. By interacting with Schoenbachler and working with her, I have grown so very much. Thanks to her, I’ve gained enhanced professional communication skills, leadership skills, critical thinking skills and greater confidence in myself.

It all comes full circle. For me, bringing others along includes my desire to acknowledge previous WIBP presidents as role models. They showed me how to be a leader and, in particular, how to lead this group. They also showed me how to handle conflicts and how to effectively plan and host events. It’s been absolutely wonderful to be part of WIBP. I highly recommend this group to any student and wouldn’t trade this experience for anything. I will truly miss this group when I graduate.
BELIEF Budget Reconciliation  
(07/2021-06/2022)

Expenses reflect the fact that there was no travel or in-person speakers in FY 20/21 due to the pandemic. All events were performed virtually via Teams or Zoom. The FY21/22 budget projection assumes normal operations will return for that school year.

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Multiple support levels available for BELIEF sponsors.

The BELIEF Partnership Program offers individuals and organizations tailored engagement opportunities based on your interests and needs. At every level, you can play a part in fostering core ethical values and moral courage from the classroom to the business world.

<table>
<thead>
<tr>
<th>BELIEF Partnership Program</th>
<th>Individual</th>
<th>Supporter</th>
<th>Executive</th>
<th>Chair</th>
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**EXCLUSIVE EVENTS AND NETWORKING OPPORTUNITIES**

- BELIEF Alumni Council Membership: X X X X
- Invitation to HEAT and BELIEF Week Events: X X X X
- Invitation to HEAT Talk Hookups — Networking opportunities prior to HEAT events held in the IMPACT Lab: x x x x
- Subscription to BELIEF Briefings and Annual Report: X X X X
- Invitation to BELIEF Week keynote pre-event: X X X
- Membership on BELIEF Advisory Board — input on curriculum, networking with other BELIEF supporters and college leadership, interactions with students: X X
- Access to the College of Business Dean’s Board of Executive Advisors biannual Board Round Up: X X
- One-on-one meeting with Dean Rajagopalan: X

**BRAND EXPOSURE AND PROMOTION**

- Recognition at all BELIEF/LEAD events, online, in all publications and in the Impact Lab: X X
- One named event/program per year — Case competition teams, High School Ethics Bowl, Speaker Series: X X
- Named Director — BELIEF, Business Consulting, Passport, Career Development: X
- Print advertisement in the college magazine: X

**ACCESS TO TALENT**

- Priority scheduling for Meet and Greet tables: X X
- LEAD résumé book: X X
- ELC résumé book: X
- Passport event scheduling assistance — two per year: X

**CONSULTING SERVICES**

- Priority participation in the freshman Business in Action course: X
- One ELC project and one MBA project per year: X
- Two student scholarships ($1,000 each awarded to LEAD, ELC or Passport Scholar students): X

Benefits are cumulative to the higher levels.
Thank you to our Corporate Partner

Stetson
Continued from Page 7.
engaged in ethical practices from the start, they wouldn’t have been in this position."

Nicieja and his partner Frank Beecham met three days per week for several hours to prepare for the competition. They also worked individually to prepare. In their final set of recommendations, they advised ICC to institute a Cabinet system like that used by the United States government’s executive branch. Under such a system, experts would be brought in from multiple fields, among them finance, law, energy and ethics. These experts could advise ICC on compliance issues in their areas and would have knowledge of best practices.

"The competition requires significant research and preparation, and Frank Beecham’s and Patryk’s participation reflects well on them. They truly represented both themselves and NIU very well in the competition," said BELIEF Director Neil Doughty. "It’s a huge time commitment, and we’re very grateful for their efforts. These competitions not only sharpen students’ ethical training but also allow them to develop practical skills that are beneficial toward success in the business world, including presentation development, public speaking and critical thinking."

Nicieja took pride in being a representative of NIU and emphasized the importance of involvement in student programs like LEAD as well as events like the Stetson competition.

"Frank and I put a lot of effort into this competition despite our busy schedules," Nicieja said. "We felt it was our duty to represent the school and make time for it because students in the business college are known to be hardworking and ambitious. We wanted to show other schools across the nation what NIU is about. Through organizations like LEAD, I’ve met many individuals who became friends because we share similar interests. Competitions and extracurricular events like Stetson provide a great way to apply your academic skills and learn about real-world context outside the classroom."

Faculty
Continued from Page 4.
an all-time high, driven in part by the COVID pandemic. Studies show business school students are more likely to cheat than other college students. Factors identified include the bottom-line mentality of business students, their desire to be financially well-off and grade competition. Those same studies show that cheating increases the higher the stakes, as with an exam counting for a large percentage of the course grade.

Lee’s recommendations for reducing cheating included the following:
• Break assignments into smaller pieces, to reduce the stakes for any individual assignment.
• Allow students to miss a question or two and still receive full credit. This helps reduce test anxiety.
• Get to know your students and create a community in your classroom. Students appear less likely to cheat if they feel they’re part of a community.
• Build a culture of learning and encourage learning by acknowledging good input from students.