

## ***Evaluations of the Method from Students Who Have Learned This Approach:***

"Dr. Fred Post's ethics class, in my opinion, was an excellent way of learning about practical application of analyzing ethical dilemmas in the business world. Using the four lenses, I was able to not only analyze my argument for the ethical dilemma, but I was also able to see the other side of the ethical argument. In many instances, the lenses would give me the tools to think critically about the dilemma and come to a solution from a variety of perspectives. I would highly recommend this concept not only in an educational setting, but also as a tool in the business world. I have already had practical application with this technique in my professional career."

***- Eric Heintschel, Vice President, Business Banking Group, Fifth Third Bank, Graduate of the UT – EMBA Program***

"The framework that is presented in Dr. Post's class is so relevant that I find myself using it almost every day. Marketing presents an interesting group of ethical dilemmas - from whether to launch a product to how you position your company. The ability to identify and evaluate conflicts of ethics is lacking, and my understanding of this matrix-based decision making has helped me to influence the marketing position of my company. This tool was the single most applicable concept I acquired in the EMBA program."

***- Jennifer E. Bell, Marketing & Sales Coordinator, Glasstech, Inc., Graduate of the UT - EMBA Program***

"Taking the Business Ethics Class taught by Dr. Fred Post was individually invaluable to me. It is no longer sufficient in a business environment to undertake actions with personal integrity (an internal compass pointed due north or the internal rudder to guide your pathway). It is imperative to justify your actions and be able to back up your decisions with a logical and rational reasoning process. This course has provided the mechanisms to substantiate actions taken consistently and legitimately."

***- Jody Bender, Human Resource Director, Wood County Sheriff's Department, Graduate of the UT – MBA Program***

## **The Business Ethics and Corporate Governance Program**

### **The 2009 Interactive Workshop**

## **"Use of the Inquiry Based Method of Ethical Decision Making to Resolve Ethical Dilemmas Faced by Professionals in Financial Services, Corporate Finance and Banking"**



***Noreen Harrington***

Alternative Investment Specialist  
MD Sass Investments  
2009 Edwin Dodd Distinguished  
Lecture in Business



***Frederick R. Post***

Associate Professor of Business  
Ethics and Law  
Interim Coordinator, Business  
Ethics and Corporate Governance  
Program  
The University of Toledo

**April 3, 2009 • 8 am – 1:00 pm**  
**Libbey Hall**  
**1<sup>st</sup> Floor Conference Area**

## Presenters and Facilitators

### Noreen Harrington

Noreen is most publicly recognized as the whistler-blower in the mutual fund scandals. Her efforts led to the end of late trading and market timing abuses and created industry reforms that benefit and protect an estimated 95 million investors.

She is an alternative investment specialist. She is employed by MD Sass, a \$12 billion dollar investment management firm. She has been working with MD Sass since 2005 on the distribution and management of a Fund of Hedge Funds in a joint venture with Alternative Institutional Partners, LLC (AIP), where Ms. Harrington served as Managing Partner and Chief Investment Officer. Ms. Harrington has built two Family Offices for the owners of the NY Mets and for the owners of the Hartz Mountain Group. She served as the CIO specializing in Fund of Hedge Funds. She has received numerous industry awards: Titan of the Year 2003, Top Fifty Women in Finance (1997) Compliance Person of the Year 2003, and The Truthsayer Award. She is founding Member of 85Broads, Goldman Sachs Women's Network and 100Women in Hedge Funds.

Her traditional Wall Street career started two decades ago. She was Managing Director at Goldman Sachs, Head of Hedge Funds and Non-Dollar Sales in the Fixed Income Division Globally and Co-Head of Barclays Capital Fixed Income and a member of the Management Committee.

### Frederick R. Post, J.D., M.B.A.

Dr. Fred Post has developed the inquiry based method of ethical decision making, which is a matrix based approach for resolving ethical dilemmas and then justifying the chosen decision. Dr. Post directs the Business Ethics and Corporate Governance Program. Part of the mission of the program is to provide an annual workshop on ethical decision making for business practitioners. He won the 2004 MBAA Annual Conference Distinguished Ethics Paper Award. Dr. Post was selected as one of four National Master Teachers in the 2005 Charles M. Hewitt National Master Teacher Competition held by the Academy of Legal Studies in Business.

Dr. Post won the 2004 DeJute Outstanding Undergraduate Teaching Award. In 2005, Dr. Post served on the teaching faculty of the AACSB sponsored "Teaching Business Ethics" annual national conference for business school professors. Dr. Post won the 2006 Simonetti Outstanding Graduate Teaching Award in the College of Business Administration. Dr. Post was voted the best teacher by class #10 of the Executive MBA program. He won the 2008 Brunner Service Award. His unique approach for resolving ethical dilemmas was featured as part of the cover story on ethics published in the 2009 winter issue of the University of Toledo alumni Magazine.

## AGENDA

- 8:00 – 8:30 Registration/Breakfast/Networking**
- 8:30 – 8:45 Introductions and program overview**
- 8:45 – 9:15 Presentation by Noreen Harrington “My Views on Ethical Reforms in Finance”**
- 9:15 – 10:00 Presentation by Dr. Fred Post: “Use of the Inquiry Based Method of Ethical Decision Making by Professionals in Financial Services, Corporate Finance and Banking**
- 10:00 – 10:15 Break**
- 10:15 – 11:00 Group Ethical Dilemma Exercise I**
- 11:00 – 11:45 Group Ethical Dilemma Exercise 2**
- 11:45 – 12:15 Individual Ethical Dilemma Exercise 1**
- 12:15 – 1:00 Closing remarks and buffet luncheon**

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