Testimonials about this workshop from prior seminar participants:

Ethic workshops are a common continuing education course. My expectations of this course (presentation) were that it would be: some material, some message, and common end result. Dr. Post, you have exceeded my expectations. There is so much more to this subject matter. So many more perspectives! “The right questions lead to the right answers”.

Tim Guitteau, Vice-President, Brooks Insurance Agency

I have learned not to make decisions solely based on my first “gut instinct”. I have learned to examine issues from different ethical perspectives before making a decision. Dr. Post’s lecture and explanations were full of information and presented in a clear manner which I understood and will take back to the office.

Ivan Behrman, President, Behrman Printing

The matrix-based ethical decision making process makes all the sense in the world to me. After being exposed to this process, I am convinced that application of the process will enhance my personal decisions to achieve my goal of being an ethical person...morning, noon and night.

Bob Pinkston, Vice-President – Team Leader, Fifth Third Bank

This program gives participants specific tools to use in the daily analysis of ethical dilemmas that assist in business processes. Excellent use of time!

Ryan Haywood, Assistant General Counsel, Owens-Illinois, Inc.

This enlightened my understanding of how I have made ethical decisions in the past. More importantly, I learned tools to make better ethical decisions in the future.

Gary Stevens, Manager, All-Phase Electric

April 2, 2010 • 8:00 – 11:00 am
Savage & Associates Business Complex
Ernst & Young, LLP Leadership Lab, (Room 2100 – first floor)
Monica A. Dugan, SPHR

Monica A. Dugan, SPHR is the Director of Human Resources, Vice President and a Principal at Samborn, Steketee, Otis and Evans (SSOE Group), an architecture/engineering/consulting corporation headquartered in Toledo, Ohio. In this capacity she is responsible for human resources strategic planning; recruitment, selection and placement; employment policy and practices; compensation and benefits; employee relations; HRMS; and international human resources.

Ms. Dugan received her B.A. in Writing and Communications, and a Certificate in Personnel and Industrial Relations from the University of Pittsburgh. She is a Senior Professional in Human Resources (SPHR), attaining lifetime certification from the Human Resource Certification Institute (HRCI). She is a member of the Society of Human Resource Management (SHRM) and has been a member of the Toledo Area Human Resources Association (TAHRA) since 1988.

Because of her leadership, in 2007 SSOE was recognized as one of the “Best AEC Firms to Work For” by Building Design and Construction. The following year, SSOE received the 2008 “Human Resource Management Award for Excellence”.

She serves as a member of Human Resources Advisory Board of the University of Toledo, an Advisory Board member for the Zweig HR Letter, and served several terms as a member of the Board of Directors of the Employers’ Association of Northwest Ohio.

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.