

Ethics for Financial Professionals ~ 2 CPE Hours

This seminar uses interactive case studies to explore methods for resolving ethical dilemmas. The course covers obstacles to making and carrying out ethical decisions, identifies pitfalls in ethical decision-making, and includes questions that can help clarify appropriate routes for dealing with these dilemmas. The seminar explores whether anything's changed since SOX, the alien in our midst, and the human zoo and offers ethical prescriptions that may help.



Carol Johnson, Ph.D., is an associate professor of Accounting, an Associate Dean of Strategic Management and Measurement and the Stinchcomb Family Professor in the Spears School of Business at Oklahoma State University.

She teaches Fraud Examination and Ethics. She reads extensively in the fraud area, has assisted in the investigation of fraud cases, and has several fraud-related publications in *Fraud Magazine*, *Internal Auditor*, and the *Journal of Forensic Accounting*. Dr. Johnson received her Ph.D. from Arizona State University, and has a B.S. and M.S. in accounting from Illinois State University.

She has received three teaching awards at OSU – the Mortar Board Teaching Award in 2007, the Greiner Graduate Teaching Award in 2008, and the Regents Distinguished Teaching Award in 2008. She is a Certified Fraud Examiner (CFE) and has successfully passed the CPA exam. Dr. Johnson is a member of the Association of Certified Fraud Examiners (both nationally and in the Oklahoma City chapter) and the American Accounting Association.



Performance Management ~ 3 CPE Hours

The effective leader knows how to motivate followers with quantitative and qualitative rewards. Although when thinking of rewards we often only think of monetary compensation, recognition can be a very effective motivational tool. In this session, we will discuss rewards and several approaches to motivation including goal setting, reinforcement theory, and equity. We will examine the situations in which each of these approaches is most effective. Participants also will learn how to reward people efficiently and to help employees motivate themselves.

SEMINAR OUTLINE:

I. DIMENSIONS OF EMPLOYEE PERFORMANCE

- A. Behaviors vs. attitudes
- B. In-role and extra-role behaviors
- C. Determinants of employee performance
- D. Understand the causes of employee performance (good or bad)

II. MOTIVATION

- A. The art of appreciation
- B. Goal setting
- C. Reinforcement theory
- D. Motivation reminders

III. WRAP-UP



Kenneth K. Eastman, Ph.D., is Dean of the Spears School of Business at Oklahoma State University and Norman and Suzanne Myers Chair and Richard W. Poole Professorship. His research interests are mainly in the areas of leadership and organizational politics.

Dr. Eastman has published articles in such journals as *Academy of Management Review*, *Academy of Management Journal*, and *Journal of Applied Social Psychology*.

He has received the Chandler-Frutes & Reitz (1994), Greiner (1995), Regents Distinguished Teaching (1995), University Outreach Faculty Excellence, the Richard W. Poole Faculty Outreach Excellence (2009), the OSU Faculty Outreach Excellence (2009), and the UCEA Great Plains Region Excellence in Teaching (2009) Awards.

Dr. Eastman has presented many seminars, workshops, and lectures in the areas of executive leadership and organizational politics.



Spears School of Business

215 Business Building • Oklahoma State University • Stillwater, OK 74078-4014 USA
phone: 405.744.5208 • toll free: 1.866.678.3933 • fax: 405.744.6143
e-mail: cepd@okstate.edu • web: cepd.okstate.edu

