



OK ETHICS®

# The 2024 OK ETHICS AWARDS



Promoting Integrity at Work  
**OKETHICS.com**



Dear Friends and Colleagues,

I am honored and privileged to be the executive director of the Oklahoma Business Ethics Consortium. As we reflect on the past year, it is clear that society continues to evolve. With that evolution, the importance of integrity in the workplace and our personal lives becomes even more crucial.

At OK ETHICS, our mission is to support and promote ethical standards in business by providing networking resources and education for individuals who strive to live and work with integrity. By upholding ethical values, we can create a positive impact within our organizations and the communities we serve.

I am thrilled to acknowledge and celebrate the exceptional individuals and organizations recognized as award winners this year. These recipients embody the core principles and values that the Oklahoma Business Ethics Consortium stands for. Their commitment to ethical conduct serves as an inspiration to us all and reinforces the significance of our mission.

I want to thank our longstanding and new members who have shown unwavering support throughout the years. Your dedication and involvement have driven our initiatives forward and promoted ethical practices in the business community.

Throughout the year, we have been fortunate to host prominent keynote speakers and engaging programs that have enlightened and inspired our members. These events have provided valuable insights and fostered a sense of community and collaboration within the Oklahoma Business Ethics Consortium.

As I look ahead to the future, I am committed to continuing our efforts in upholding ethics in Oklahoma. As the Executive Director, I pledge to work tirelessly to strengthen our organization, expand our reach, and advocate for ethical practices and standards across industries.

In conclusion, I invite all of you to join us in our mission to prioritize integrity in the workplace and our personal lives. We can create a business community that thrives on ethical principles and sets a positive example for others.

Thank you again for your unwavering support, and I look forward to another successful year ahead.

With gratitude,

Mary Lytle  
Executive Director  
Oklahoma Business Ethics Consortium

## *Mission*

Oklahoma Business Ethics Consortium supports and promotes ethical standards in business by providing networking, resources, and education for people who seek to live and work with integrity.

## *Vision*

To be recognized as a statewide and national forum for promoting business ethics.

# Order of Presentation

Oklahoma City, April 24, 2024 | Tulsa, April 25, 2024

## Welcome

**Mary Lytle**

*Executive Director, Oklahoma Business Ethics Consortium*

## *Presentation of* **a Guiding Principle**

**Oklahoma City**

**David A. Brewer**

*DAB Architect*

*at the Capitol View Event Center*

**Tulsa**

**Robert Schooley**

*Manager of Learning & Development*

*Muscogee Nation Gaming Enterprises*

## *Presentation of* **Executive Pilot Awards**

*Presented by Angela Byers, President of OK ETHICS & President & CEO of Byers Creative*

**Honoring in Oklahoma City**

**Dr. Jeff Simmons**

*Dean of the College of Business*

*Oklahoma Christian University*

**Honoring in Tulsa**

**Stephanie Cipolla**

*Senior Vice President and Chief Human Resources Officer*

*Cherokee Nation Businesses*

## *Presentation of* **Community Impact Awards for Nonprofits**

*Presented by Mary Lytle, Executive Director, OK ETHICS*

**Honoring in Oklahoma City**

**The Kimmell Foundation**

*Rose Faherty*

*Director of Partnership and Engagement*

**Honoring in Tulsa**

**Restore Hope Ministries**

*Sharon Catalano*

*Director of Development and Communications*

## **Keynote Presentation**

### ***Ethics and Artificial Intelligence — A Panel Discussion***

**Oklahoma City Panel**

**Marissa Blevins**, *Director, Human Resources for Williams*

**Hart Brown**, *CEO at Future Point of View*

**Josh Snavely**, *Attorney at McAfee & Taft*

**Tulsa Panel**

**Marissa Blevins**, *Director, Human Resources for Williams*

**Scott Klososky**, *Founding Partner of Future Point of View*

**Josh Snavely**, *Attorney at McAfee & Taft*

## **Closing Remarks**

**Mary Lytle**

*Executive Director, Oklahoma Business Ethics Consortium*

# The OK ETHICS Story



**The Oklahoma Business Ethics Consortium is a nonprofit organization for business leaders dedicated to promoting Oklahoma values of integrity in the workplace.**

## The Impetus

In the Fall of 2003, a small group of business leaders, educators and attorneys gathered to discuss the misconduct that led to the downfall of industry giants like WorldCom, Enron and Arthur Andersen. At the time, few companies had ethics hotlines or intentional conversations within their organizations promoting integrity in the workplace. Something had to change.

## The Impact

The group began meeting monthly, with attendance doubling nearly every meeting! The grassroots effort in OKC reached high velocity during the summer of 2004, when Tulsa joined in a strategic planning session. They decided to formalize into a 501c6, known as the Oklahoma Business Ethics Consortium and now called OK ETHICS.

Quickly growing too large for discussion groups, speakers dedicated to ethics were invited. These included CEOs, university presidents, former governors, attorney generals, whistleblowers and authors. Thanks to its generous members, OK ETHICS continues to feature high-quality, thought-provoking presentations that are consistently praised by attendees.

## The Purpose

In a nutshell, OK ETHICS' intention is to continually encourage, inspire and equip leaders in their endeavors to foster a culture of ethical behavior. To that end, OK ETHICS has hosted The OK ETHICS Awards since 2006, in order to share best practices among businesses, nonprofits and educational institutions.

## The Future

When the Consortium began, the OK ETHICS Foundation was also established to reinforce ethical behavior at high schools and universities throughout the state. Growing fast, it was re-established as a separate 501c3 known as The School of Character or The Student Education and Ethics Development Foundation.

## Contribute to the Conversation

### JOIN OK ETHICS TODAY!

**Memberships run from  
October 1st to September 30th.**

If you join after January, your membership rate will be prorated.

**For more info visit [OKETHICS.com](http://OKETHICS.com).**



# 2024

## Executive Pilot Awards



### Jeff Simmons

*Dean of the College of Business,  
Oklahoma Christian University*

Jeff Simmons is the Dean of the College of Business at Oklahoma Christian University. In addition to his administrative duties, Dr. Simmons teaches business ethics. He is the coach of the OC Ethics Debate Team, which has won the OK Statewide Ethics Debate Challenge and placed in the top four at the Texas Regional Ethics Bowl ten of the last eleven years. Each of those years, the team qualified for the National Ethics Bowl Finals, where it placed third in the nation three different times. He has also served as a judge and host for the Oklahoma High School Ethics Bowl. Dr. Simmons has also been a presenter for OK ETHICS when he partnered with Chris Province to discuss, “What Motivates People to Lie, Cheat or Steal?” He is an elder of the Memorial Road Church of Christ in Edmond, where he and his wife, Pattie attend. They have three adult children - one son and two “bonus” daughters from East Africa.



### Stephanie Cipolla

*Senior Vice President and Chief Human Resources  
Officer, Cherokee Nation Businesses (CNB) (Tulsa)*

Stephanie Cipolla joined Cherokee Nation Businesses (CNB) in 2016 as Senior Vice President and Chief Human Resources Officer. CNB is a tribally owned holding company with operating units in government contracting, gaming and hospitality, and cultural and economic development. CNB employs over 10,000 individuals across the United States and abroad, and has consolidated annual revenues exceeding \$2B.

Cipolla has more than 20 years of progressive talent management experience in designing and executing successful HR programs. She has led through significant organizational changes, including mergers & acquisitions, divestitures, spin-offs and reorganizations, accomplishing significant synergies and cost savings along the way. She is a trusted advisor to executive management and the company’s board of directors.

Cipolla is responsible for HR strategy, analytics, compensation, benefits, information systems (HRIS) and talent management. Before joining CNB, she spent 25 years with the energy company Williams and served as its vice president of human resources.

Outside of CNB, Ms. Cipolla has served on numerous non-profit and community impact boards. Cipolla is a graduate of Oklahoma State University earning degrees in Economics (BA) and Accounting (BS).



#### About the OK ETHICS Executive Pilot Award:

Each year, the OK ETHICS Board of Directors selects an individual who has demonstrated support of OK ETHICS, epitomizes our Oklahoma values, and actively promotes integrity in our community. In doing so, we humbly recognize that positive outcomes are not created by people who are perfect, but by those who consistently and sincerely strive to do the right thing.



# K

## THE KIMMELL FOUNDATION — for Recovering Leadership —

The Kimmell Foundation is dedicated to redefining leadership through a belief in the inherent value of every individual. Our core values pivot around cultivating a culture centered on recognizing and nurturing this value, prioritizing the growth, and holistic well-being of all within the leadership landscape. Our hosted events focus on these core values and the continued growth of like-minded organizations who wish to also foster positive company culture by celebrating each person's intrinsic value. Our mission is to highlight, enhance, recover, and develop leaders and their organizations to make work better for everyone.

Through our emphasis on a value-centric approach, we inspire leaders to prioritize fostering growth, ethical decision-making, and community well-being over personal achievements, therefore cultivating an environment where ethical conduct becomes an inherent part of leadership. The Kimmell Foundations hosts many events during the year to engage the community, train leaders, and develop value culture within organizations. Each event is an opportunity for leaders to showcase how their organizations champion positive ethical behavior and learn from other leaders who are of the same mindset. We actively promote positive ethical behavior by reshaping the fundamental tenets of leadership.

Our initiatives profoundly impact leaders, organizations, and broader work communities. We share these initiatives via The Council for Organizational Health - the membership arm of our program. Our members include large businesses, small businesses, non-profit organizations, and local family companies. By sharing strategies, each organization gains insight and perspective on how to take information back to the employees and team members, thus making a huge impact in the greater community. Ethics play a pivotal role by shaping a culture where the acknowledgment and empowerment of each individual's value result in empowered, resilient, and flourishing communities.

The Kimmell Foundation showcases its dedication by exemplifying a value culture through tangible actions and transformative programs. The Kimmell Foundation is built on key character qualities of integrity, ethical behavior, and transformative leadership. By emphasizing practical steps that prioritize the growth and fulfillment of individuals over personal or professional gains, we demonstrate how such an approach fosters integrity, cultivates good character, and naturally cultivates positive ethical behavior within leaders and their organizational ecosystems.



# The Kimmell Foundation





# RESTORE HOPE MINISTRIES

United Methodist Church Affiliate

The mission of Restore Hope is to restore families in financial crisis to economic and spiritual vitality. We operate with ten core values in mind: Be Christ-Centered, Be Welcoming, Treat Others with Dignity, Be Compassionate, Be Missional, Meet People Where They are, Help All in some Way, Choose Quality over Quantity, Connect Person to Person and Be Advocates for Change. Our staff, volunteers, and board members all interact with those we serve with these values in mind, making Restore Hope a special place to be.

As noted in our core values, the staff and volunteers treat everyone we serve with dignity that they deserve. Respecting others, both internally and externally, is of utmost importance to our organization. Operating ethically means that we respect each of those individuals and will serve their needs without chastising or demeaning them in any manner. Working in integrity and ethical behavior enriches our lives and, more importantly, the lives of those we serve. Since its inception in 1978, Restore Hope has done the right thing because it's the right thing to do.

Since 1978 Restore Hope Ministries has been helping Tulsa area families overcome sudden unexpected financial crisis through our homelessness prevention initiative, hunger reduction program, hope restoration, and seasonal extra helpings. A financial crisis can strike anyone, but the most vulnerable are middle- to low-income working families with fewer extra dollars to save in emergency funds. By serving each person with the dignity they deserve and maintaining confidentiality with their personal information, operating ethically provides transparency and respect many may not receive due to circumstances.

Restore Hope promotes integrity and ethical behavior daily in our work, serving our neighbors in need. Operating on our core values, we treat each person with respect; our procedures are created with accountability, and we promote open communication between staff, volunteers, and clients, building a personal connection with them to help promote trust. We are clear about our mission and purpose, demonstrate impact through our work, and show integrity through transparency.



# Restore Hope





# Community Impact Award HONORABLE MENTIONS

## OKLAHOMA CITY



## TULSA





## Past Executive Pilot Award Recipients



**Rick Muncrief**  
Devon Energy Company



**Debbie Cowan**  
The Williams Companies



**Terry Spencer**  
ONEOK



**Mo Anderson**  
Keller Williams Realty  
International



**Thomas Hill**  
Kimray, Inc.



**Dr. Nathan Mellor**  
C3 Brands



**Pierce Norton**  
ONE Gas



**Peter M. Dobelbower**  
Hobby Lobby Stores, Inc.



**Robyn Ewing**  
The Williams Companies



**Jim Priest**  
Sunbeam Family Services



**Jacque Fiegel**  
Central Oklahoma Region  
for Prosperity Bank



**Thomas Legan**  
Central Oklahoma Region  
for Prosperity Bank



**Larry Nichols**  
Devon Energy



**Ted Streuli**  
The Journal Record



**Tom Hill**  
Kimray, Inc.

Past Executive Pilot Award Winners are listed along with the organization they represented at the time of their recognition.

## Past Community Impact Award Recipients

— 2022 —



Community Impact Awards recognize organizations that are positively impacting their communities in ways that inspire integrity. Nonprofit organizations honored in this category have made significant outreach efforts that serve to uplift the community, specifically by promoting strong principles, ethical leadership and integrity.

— 2021 —

Girl Scouts of Eastern Oklahoma  
Metro Technology Centers  
TTCU Federal Credit Union

— 2020 —

Girl Scouts of Eastern Oklahoma  
Metro Technology Centers  
Stinnett & Associates

— 2019 —

ReMerge  
Christian Heritage Academy  
Metro Technology Centers  
WPX Energy, Inc.

— 2018 —

Girl Scouts of Western Oklahoma  
Oscar L. Parker Center for the Advancement of  
Ethical Standards in Business and Society (ECU)  
Kimray  
Cordell High School  
Girl Scouts of Eastern Oklahoma  
Metro Technology Centers • ONE Gas  
OSSM • Rotary Club of Tulsa • United Way

— 2017 —

Oklahoma Center for Character Education  
Sunbeam Family Services  
Better Business Bureau of Central Oklahoma  
Rotary Club of Tulsa  
Masonic Charity Foundation of Oklahoma  
Metro Technology Centers

— 2016 —

Girl Scouts of Eastern Oklahoma  
Oklahoma FFA Foundation  
Boeing  
Citizen Potawatomi Nation Tribal Police Department  
Dove Science Academy  
John Marshall Mid-High  
Metro Technology Centers

— 2015 —

General Tommy Franks Leadership Institute  
Oklahoma Christian University  
Dove Science Academy • Junior Achievement  
Global Gardens • Oklahoma FFA Foundation  
Oklahoma County Sheriff's Department  
Girl Scouts of Eastern Oklahoma  
Oklahoma Center for Non-Profits

— 2014 —

Champlin Broadcasting  
Dove Science Academy  
Girl Scouts of Eastern Oklahoma  
Girl Scouts of Western Oklahoma  
Global Gardens  
Metro Technology Centers  
University of Oklahoma Integrity Council

— 2013 —

Dove Science Academy  
General Tommy Franks Leadership Institute  
Girl Scouts of Eastern Oklahoma  
Girl Scouts of Western Oklahoma  
Metro Technology Centers  
Oklahoma Center for Non-Profits  
SandRidge Energy/Public Strategies

— 2012 —

ONEOK

## Compass Award Honorees

— 2015 —  
Kimray, Inc.

— 2014 —  
Hertz • WPX Energy

— 2013 —  
OneOK • Linde

— 2012 —  
MESA • OGE Energy Corp.

— 2011 —

Coppermark Bank • Devon Energy

— 2010 —

Express Employment Professionals  
Kimray, Inc.  
Retirement Investment Advisors, Inc.

— 2009 —

Chesapeake Energy  
Leader Communications Incorporated

— 2008 —

BKD LLP • Ideal Homes  
Principal Technologies, Inc.

— 2007 —

Bama Companies • Boeing  
Coppermark Bank • Nextep, Inc.

— 2006 —

Eide Bailly LLP • Valir Health

The OK ETHICS Compass Awards were given between 2006 and 2015 to encourage companies' efforts to promote Oklahoma values of integrity at work. The rigorous criteria and scoring methods used in the Compass Awards process were based on the Malcolm Baldrige Quality Award standards, with a heavy focus on actions supporting systemic behavior to sustain ethical behavior.

# PINNACLE MEMBERS



# NAVIGATOR MEMBERS



# STAR MEMBERS





# HORIZON MEMBERS



# GALAXY MEMBERS



# LEADING MEMBERS



# TRAILBLAZER MEMBERS





# Outreach

## OK ETHICS HAS A LONG HISTORY OF COMMUNITY ENGAGEMENT

- **OK ETHICS** supports qualified nonprofit organizations by providing them with free Frontier memberships.
- **OK ETHICS** highlights the achievements of Oklahoma Schools of Character in promoting ethics bowls for high school and university students.
- **OK ETHICS** supports diversity and inclusion by featuring speakers and programs that bring unity to the community.

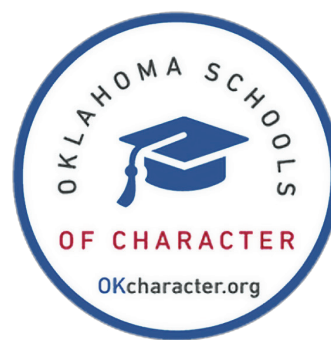
## OKLAHOMA SCHOOLS OF CHARACTER

The Oklahoma Schools of Character Organization facilitates both the Oklahoma College Ethics Bowl and the Oklahoma Regional High School Ethics Bowl.

An Ethics Bowl is a collaborative yet competitive event in which teams analyze a series of wide-ranging ethical dilemmas. Responses are judged according to the quality of a team's reasoning and how well team members:

- Organize and present their case
- Attend to and analyze the morally relevant features of the case
- Anticipate and preemptively respond to commentary and questions

An exciting tournament, an ethics bowl is a great way for students to deepen their understanding and appreciation of interesting ethical and philosophical issues.



*For more information or to volunteer visit [okcharacter.org](http://okcharacter.org).*

## 2024 ETHICS BOWL CHAMPIONS



— FIRST PLACE —  
OC  
**Aguilas**



— SECOND PLACE —  
OC  
**Eagles**



— THIRD PLACE —  
OSU  
**Team Orange**



# OK ETHICS 2024 Leadership

OK ETHICS is guided by these dedicated and conscientious leaders who graciously serve the business communities in Oklahoma City and Tulsa.



**MARY LYTLE**  
*Executive Director*  
OK ETHICS



**ANGELA BYERS**  
*President*  
Byers Creative



**STEFANIE PITT**  
*President Elect/Membership Chair*  
System One



**BRANDON PECK**  
*Treasurer*  
Insurica



**COURTNEY FRANKLIN**  
*Secretary*  
Love's Travel Stops & Country Stores



**LAURA HILL**  
*Governance Chair*  
Williams



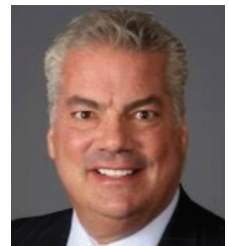
**TRAVIS JONES**  
*Programs Co-Chair*  
Career Development Partners



**CATHERINE DIVIS**  
*Programs Co-Chair*  
Schnake Turnbo Frank



**SHANNON HIEBERT**  
*ADHOC HR Chair*  
YMCA of Greater Oklahoma City



**VIC ALBERT**  
*Director*  
Ogletree Deakins



**DANIELLE BELLER**  
*Director*  
Devon Energy



**JEREMY BIGGS**  
*Director*  
Kimray



**LYNN FLINN**  
*Director*  
Women's Executive Board



**JENNIFER HERRON**  
*Director*  
American Fidelity



**MELISSA HULL, CPA**  
*Director*  
FORVIS



**DEBBIE KING**  
*Director*  
ONEOK



**DAVID MAYFIELD, CPA**  
*Director*  
Arledge Certified Public Accountants



**ALECIA NASH**  
*Director*  
AAA



**MYRNA SCHACK LATHAM**  
*Director*  
McAfee & Taft



**MELANIE THOMPSON STILLINGER**  
*Director*  
Mosaic Personnel



**ERIC WILSON**  
*Director*  
Helmerich & Payne



**LORI WILSON**  
*Director*  
Cherokee Nation Businesses



**REX WILSON**  
*Director*  
ONE Gas, Inc.



**JANICE DOBBS**  
*Director Emeritus,  
Founding Member  
(Non-Voting Member)*  
Devon Energy (Retired)



**GARYL GEIST**  
*Past President, State Council, &  
Director Emeritus  
(Non-Voting Member)*  
Dean McGee Eye Institute



# Guiding Principles

Adopted July 2004

## — RESPONSIBILITY TO SELF AND OTHERS —

### Service

- Passion for promoting ethics and integrity
- Encouraging the promotion of ethical behavior through personal actions and sharing ideas and resources
- Responsibility and accountability for fulfilling the mission of the Consortium

### Collaboration

- Achievement of common goals through the promotion of ethical, mutually beneficial relationships
- Service to the Consortium over promotion of self-interest
- Cooperation emphasized over competition in promoting ethical business conduct
- Members collaborate by being constructively engaged in discussions regarding ethics
- Seeking consensus in interactive discussions regarding ethical matters

### Respect

- Members may become aware of confidential information shared by others in an effort to determine an ethical course of action. We ask members to be sensitive in recognizing and respecting the efforts made toward achieving ethical behavior. In that view, public discourse of this information is discouraged.
- We respect other members and the process by:
  - Exhibiting listening skills and actively listening to discussions
  - Being open to other points of view and outcomes
- We are an inclusive organization and demonstrate this by welcoming members who are in different stages of learning as applied to ethical behavior.

## — LEAD WITH INTEGRITY —

### Dependability

- Members are asked to demonstrate their support of this initiative by consistently attending meetings

### Initiative

- Recruiting other members who have demonstrated a desire to promote ethical behavior in their organizations
- Recognizing what needs to be done to help promote the Mission of the Consortium and taking action to assist in that effort

### Honor

- Members are asked to honor the Consortium through the practice of integrity and ethical behavior in their business dealings
- We express gratefulness to our hosts, sponsor and speakers; as well as to those whose volunteer service makes OK ETHICS a stronger organization
- Realizing that each of us is in a mode of continual learning, we demonstrate humility, care and compassion when sharing our thoughts and knowledge

### Courage

- Speak the truth with confidence and encourage others to do the same

## — INSPIRE TRUST —

**We serve and promote the cause of truth with integrity, objectivity, and fairness to all persons.**

- We hold ourselves accountable by consistently honoring our word.
- We extend trust abundantly to those who have earned it.
- Trust, once earned, will not be taken for granted, manipulated, or abused.

*To ensure that the Consortium fosters positive characteristics of integrity in the successful achievement of its goals, these Guiding Principles were discussed and adopted (with revisions) during a milestone planning session held by Consortium leaders in Stroud on June 18, 2004. These principles were developed based on the Character First values and philosophies.*

**Be the difference — Join Now**  
**OKETHICS.com**