

# ETHICS MATTERS



## WE CHAMPION ETHICAL LEADERS

March/April 2018

## GOOD NEWS

### Microsoft Targets Autistic Adults for Coding and Software Positions

For many, the job interview process is stressful, time consuming and emotionally taxing. If you are one of the millions of adults with autism, the job search can be even more difficult, as some employers are hesitant to employ, or even interview, individuals with this disability. That is until now.

In recent news, corporations, like Microsoft, have publicly recognized the tremendous strengths autistic individuals possess and have expressed an eagerness to employ this talent pool. In a recent interview, Jenny Lay-Flurrie, the chief accessibility officer at Microsoft said, “There really is, and was, a lot of data on the table that said to us that we were missing out. We were missing out on an opportunity to bring talent in with autism...people with disabilities are a strength and a force of nature in this company...”

Microsoft has even changed the format of its traditional interview style, to put

[continued on page 2](#)

## CPT Chair Says Accountability and Positive Relationships are Keys to Success

For 17 years, David A. Costello, CPA, served as president and chief executive officer of the National Association of State Boards of Accountancy (NASBA). Currently, Costello is a distinguished member of his community in Nashville, TN, serving as chairman of the board of directors of NASBA’s Center for the Public Trust (CPT).

The CPT recently interviewed Costello to learn more about his tremendous career and the lessons he learned along the way. Before he was named one of the “Top 100 Most Influential People in Accounting” 15 separate times by *Accounting Today*, Costello learned the importance of relationship building and owning-up to one’s mistakes.

No one is immune to making mistakes, but every great leader knows that if and

when you do make a mistake, you must own it, confess to it and do what you can to resolve it. Costello noted that the key to being a good leader is simply giving your life away. Another way to express this concept is “to love your neighbor as yourself.” He elaborated that you must love people, be passionate about helping others, and recognize that the more you help others get what they want or need, the less concern you’ll have about your own wants and needs.

To encourage the next generation, Costello proposed keeping America’s young talent focused principally on relationships. No matter how much technology increases the efficiency of communication, society must remember that ultimately it is people with whom we communicate, and that communication must be grounded in integrity.

[continued on page 2](#)

## INSIDE

Lead With Integrity .....	2
Sponsor A Leader .....	3
Student News .....	5
2018 CPT Golf Classic .....	6

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continued from cover

## CPT Chair Says Accountability and Positive Relationships are Keys to Success

For an even greater understanding of leadership principles, Costello recommends reading *Team of Rivals, the Political Genius of Abraham Lincoln* (Doris Kearns Goodwin), *7 Habits of Highly Effective People* (Stephen Covey) and *Good to Great* (Jim Collins), and enrolling in the CPT's ethical leadership courses, because the responsibility for maintaining an ethical culture begins at the top, but requires participation from team members at all levels of the organization. ☆

## Save the Date CPT Golf Classic Nashville, TN July 9, 2018



## LEAD WITH INTEGRITY

What Are You Eating?

**ALFONZO D. ALEXANDER**  
PRESIDENT, NASBA CENTER FOR THE PUBLIC TRUST  
CHIEF RELATIONSHIP OFFICER, NASBA

As a child growing up, I often saw signs, public service announcements, and billboards with the slogan, "You are what you eat." A few years ago, I saw similar media productions promoting milk. The general theme of these ads emphasized the impact food we eat has on our body. Today, I encourage you to consider the same concept for feeding our minds. *What are you eating* as mental food, and how is it impacting your mind and helping you grow as a leader?

Feeding our minds as leaders is critical to leadership, business and personal growth. The stronger our minds are, the more equipped we are to battle the adversity we face in leadership, see the challenges ahead of us, and take advantage of opportunities that come our way.

Imagine your mind as a boxer preparing for a championship fight. In the days and weeks leading up to the fight, the boxer can feast on unhealthy foods and desserts. While this diet may be enjoyable, it will not give the boxer the fuel needed to successfully compete in the fight. Imagine that same boxer loaded up on a healthy diet, full of nutrient-rich foods that strengthen his body on a consistent schedule. This "nutrient-rich" boxer will be much better prepared to compete and win.

We are what we eat, is part of the story. The full story is we are what we consume, mentally, physically and spiritually. Positive mental food is also critical to the success of a leader. Where do we find this food? It is everywhere, we just have to look for it.

I am amazed at how many free articles, videos, books and podcasts exist on leadership, business and other topics that can help leaders grow. A simple internet search can yield hours of worthwhile, good mental food for you to consume. The opportunity for us is to schedule time to consistently feed our minds. Watch a video by one of your favorite speakers, read an article by a renowned expert, or read a book by your favorite, best-selling author. After you do one of these, set a schedule to do more. Be able to answer the question: "*What are you eating?*" with great pride.

As always, Lead with Integrity! ☆

continued from cover

## Microsoft Targets Autistic Adults for Coding and Software Positions



candidates at ease. The vetting process lasts for several weeks and includes various exercises.

The NASBA Center for the Public Trust (CPT) commends Microsoft for being inclusive and recognizing the unique strengths and skills of these individuals.

Have you heard of a good news story lately? Share it with us at [info@thecpt.org](mailto:info@thecpt.org). ☆

# SPONSOR A LEADER

## IT STARTS WITH YOU



The Sponsor a Leader Campaign provides life-changing leadership and ethics training to high-potential college students through the NASBA Center for the Public Trust's (CPT) annual StudentCPT Leadership Conference (SLC). At this intensive, two-day conference, students will:

- Experience real-life ethical dilemmas and improve their decision-making skills
- Gain wisdom from speeches and networking sessions with top industry professionals
- Learn about conflict management, personal accountability and strategic networking
- Understand how to identify, apply and enhance their strengths
- Learn leadership best practices for their StudentCPT chapters and future endeavors

This year, we are excited to welcome 70 students to our summer conference in Orlando, FL. Their journey starts with you. Your gift can make a significant difference in the lives of these future leaders.



## WHY IT MATTERS

Across the United States, employees and organizations are facing ethical dilemmas on a continuous basis. Unfortunately, good people sometimes make poor decisions because they are unprepared to manage these types of scenarios.

Through the SLC, students learn how to navigate these ethical dilemmas. By investing in SLC attendees, you are investing in future leaders who act with honesty and integrity, while applying high standards of ethical behavior to their daily activities.

**IT STARTS WITH YOU.**  
**Change the life of a future leader by making a gift toward the CPT's Sponsor a Leader campaign.**

By Sponsoring a Leader, you are providing scholarships to 70 outstanding college students who want to attend the 8th Annual StudentCPT Leadership Conference, June 4-6, in Orlando, FL.



# Sponsorship Levels



Sponsor a Student

**\$1,000**

Sponsor Student Travel



**\$500**  
Per student



Sponsor  
Student Meals

**\$150**  
Per student



Sponsor Conference Materials:

**\$25** Per student

Here's what attendees of last year's StudentCPT Leadership Conference had to say:



"This conference was informative and a great opportunity to meet students from across the country. I learned so many valuable tips, and I am leaving with tools to help me become a better leader on campus. I will tell anyone who will listen about the amazing experience I had!"

- Erin Richards, North Carolina A&T State University



"My experience at the StudentCPT Leadership Conference was absolutely priceless! From the leadership training and strengths exploring sessions, to the networking with professionals and like-minded students from around the country, it was an experience I will value forever! I'm very appreciative to the sponsors who made this event happen for over 70 students without them having to pay a dime."

- Zachary Rauen, University of Wyoming

Change the life of a young leader today by visiting [thecpt.org/sponsor](http://thecpt.org/sponsor).

Or send a check to:

NASBA Center for the Public Trust  
PO Box 306272, Nashville, TN 37230-6272

For questions, additional sponsorship opportunities or more information, contact:

**Sydney Shearer**

Development & Student Programs Specialist  
(615) 312-3834 | [info@thecpt.org](mailto:info@thecpt.org)



Lipscomb Hosts Panel Focused on #MeToo Movement

## STUDENT NEWS

### Lipscomb Hosts Panel Focused on #MeToo Movement

The Lipscomb University StudentCPT Chapter hosted a panel discussion focused on the #MeToo movement. They analyzed both the legal and ethical ramifications of sexual harassment in the workplace with legal and ethics experts from the university. Through this discussion, students learned how to avoid using language, gestures and technology in ways that could be deemed offensive or inappropriate to coworkers.

### Minnesota State Mankato StudentCPT Rocks the RSO Fair

The Minnesota State University – Mankato StudentCPT Chapter participated in the Spring Registered Student Organization (RSO) Fair. A whopping 300 students and faculty were in attendance, as chapter leaders shared information about the chapter program and their upcoming fundraiser at Chipotle. This chapter is in its first year of operation, and these types of recruitment fairs are helping them continue to grow their membership base.

### UNM Students Learn Life Lessons from Alumnus

StudentCPT members and Daniels Fund Scholars at the University of New Mexico (UNM) were recently treated to a captivating lecture from UNM alumnus, Humble Lukanga. Lukanga shared how he overcame the challenges he faced in Uganda, where he was surrounded by poverty and genocide. Today, he is a successful life coach and financial advisor, and he attributes his success to maintaining a high standard of conduct.

### Truman State Drives Home the Importance of Ethical Decisions

The StudentCPT chapter at Truman State University recently hosted an interactive ethics discussion, featuring the NASBA Center for the Public Trust Operations Director, Ryan Hirsch. Approximately 25 students attended this meeting, where they learned about psychological factors that can influence their decisions. Students also engaged in lively debates about ethics in the auto-manufacturing and human resources industries. Truman State is in its first year of chapter operation and is poised to continue growing and developing ethical leaders in the future. ☆



Truman State Drives Home the Importance of Ethical Decisions

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# CPT GOLF CLASSIC

## Registration/Sponsorship Opportunities

(Visit [thecpt.org](http://thecpt.org) for sponsorship details)

- Eagle Sponsorship (8 players): \$5,000
- Birdie Sponsorship (4 players): \$2,500
- Par Sponsorship (4 players): \$1,500
- Registration Sponsorship (4 players): \$1,500
- Golf Cart Sponsorship (4 players): \$1,500
- Driving Range Sponsorship (4 players): \$1,500
- Putting Range Sponsorship (4 players): \$1,500
- Beverage Station Sponsorship (4 players): \$1,500
- Hole Sponsorship: \$250
- Team of Four Players: \$1,000
- Individual Player: \$250

For more information about this event and sponsorship opportunities listed above, or to pay online, visit [thecpt.org/golfclassic](http://thecpt.org/golfclassic)

Send Registration Form to:  
NASBA Center for the Public Trust (Attention: Sydney Shearer)  
150 4th Avenue North, Suite 700 | Nashville, TN 37219

Email registration form to: [sshearer@thecpt.org](mailto:sshearer@thecpt.org)

Checks are payable to: NASBA Center for the Public Trust

CPT Golf Classic | Governors Club Golf Course (Brentwood, TN)  
Monday, July 9, 2018 (11 a.m. Check-in and Lunch)

Sponsorship Company Name: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Player Names, Phone Numbers and Email Addresses:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_