

# COMPLIANCE MATTERS.

News and Insights from Chapman's  
Department of Institutional Compliance  
and Internal Audit

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## How to Prevent Ethical Backslides

By Peter Aguila, Senior Compliance Investigator

Chapman works hard to train staff and faculty in ethics and compliance. Other organizations do this as well. So how come we still read about scandals and controversies in the areas of ethics and compliance? One of the reasons is ethical backslides. In this article we'll look into ways to prevent ethical backslides.

Harvard Business School visiting professor J. S. Nelson wrote "Business Ethics: What Everyone Needs to Know." She was interviewed by Harvard Business School's *Working Knowledge* site. Here are some highlights from the article.

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## Avoiding the Ethical Slides

Nelson noted that in some organizations, the unethical behavior didn't start out that way. A way that this can happen is management's unrealistic pressure to perform drove employees to commit unethical/illegal acts. In some of these cases, Nelson states "bad behavior snowballs."

## Speak-up Culture

Nelson also noted that what helps keep ethics at the forefront is creating a culture which encourages employees to report problems. She provided examples from companies such as Hershey chocolate company and Costco.

## You have to live it

In the article, the takeaway from the book is "Good ethical practices don't just happen; everyone within [an organization] has to continuously work on them." In Institutional Compliance, we work hard to be a resource in ethics and compliance.

[Read the full J.S. Nelson interview here](#)

## What can you do?

The Office of Institutional Compliance is working to bring awareness and knowledge of ethics and compliance to Chapman's staff and faculty through a variety of different methods. **Annual ethics training** is one of the ways we educate the Chapman community. We are developing a new training module specific to Chapman. The new ethics and compliance training will be available **June 2022** through Canvas.

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# Guest Corner: About the Travel Registry

By Kristen Beavers, Director of Global Education

For this issue, we interview Kristen Beavers, the Director of Global Education. In this role, she sits on the Travel Course Advisory Board. With this article, we hope to convey valuable information regarding the process and necessary steps for traveling abroad to students, faculty, and staff alike.

## **Q: What is the Travel Registry?**

The Travel Registry is a tool for Chapman administration, faculty, and staff to register their travel plans with the university. In addition, students who plan to travel for non-academic purposes should use this resource to register their trip; this only applies to students who are traveling through the university for Chapman-related purposes.

This is different than the student centric Global Gateway, which manages student academic international travel.

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# Guest Corner: About the Travel Registry

By Corey Rizuto, Director Internal Audit

## **Q: What can the Travel Registry do for me?**

The travel registry can help you register your trip through the portal, for both international and domestic travel. It can also provide you with helpful information about your destination, including safety statistics, local news, and logistics about living in the area.

## **Q: What are travel alerts?**

Travel Registry allows faculty traveling with students, to communicate with the students. Conversely, students can contact faculty through text messages about emergency situations or concerns they may have. These travel alerts help provide real time communications to travelers and allows travelers to provide immediate responses.

## **Q: Where do I go to register my travel?**

Visit [travel.chapman.edu](https://travel.chapman.edu)!

## **Q: Who can I ask for more information?**

Contact Kortney Hughes, the Assistant Director of Risk Management, at [kohughes@chapman.edu](mailto:kohughes@chapman.edu).

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## New Ideas and New Swag

Institutional Compliance is always looking for new ways to bring awareness and education to the Chapman community. If you have a new idea or topic that you would like us discuss, send us an email at [Compliance@chapman.edu](mailto:Compliance@chapman.edu). The first 30 will win some small prizes from our new batch of swag.

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## We're Here to Help

Institutional Compliance is a resource that is available to all Chapman University Departments. If you want to have us provide additional training/information to your team, please reach out to us!

### Got Any Questions, Comments, or Concerns?

We want to be accessible to you! If there are questions we can answer, or clarifications we can provide, feel free to reach out to us at [compliance@chapman.edu](mailto:compliance@chapman.edu). We will get back to you within a prompt time-frame .