



(http://safeassign.blackboard.com/)

HRM522001VA016-1198-001 - ETHICS AND ADVOCACY FOR HR PRO

Week 6 Case Study 2 - Submit Here

Naomia Curtis

on Sun, Nov 10 2019, 10:07 PM

70% highest match

Submission ID: bd8e4d00-074a-4076-8f25-dc7805f89e00

Attachments (1)

Case Study 2.docx

70%

Word Count: 1,296

Attachment ID: 2324938199

Case Study 2.docx

1 NCAA ETHICS AND COMPLIANCE PROGRAM 1

2 ETHICS AND COMPLIANCE 6

3 CASE STUDY 2: 4 NATIONAL COLLEGIATE ATHLETIC ASSOCIATION ETHICS AND COMPLIANCE PROGRAM

5 HRM 522 – ETHICS AND ADVOCACY FOR HUMAN RESOURCES

Dr. James G. **2 ZIEGLER, PH.D.**

Strayer University

October 20, 2019

Naomia Curtis

- 2 Another student's paper
- 3 Another student's paper
- 4 <https://www.topnursingpapers.com/national-collegiate-athletic-association-ethics-and-compliance-program/>
- 5 Another student's paper
- 6 Another student's paper
- 7 Another student's paper
- 8 Another student's paper
- 9 Another student's paper
- 10 Another student's paper
- 11 Another student's paper
- 12 Another student's paper
- 13 Another student's paper
- 14 Another student's paper
- 15 Another student's paper
- 16 Another student's paper

Matched Text

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx
NCAA ETHICS AND COMPLIANCE PROGRAM 1

Source - Another student's paper
NCAA ETHICS AND COMPLIANCE PROGRAM 1

Suspected Entry: **93% match**

Uploaded - Case Study 2.docx
AMONG THE SCANDALS AT OHIO STATE AND THE UNIVERSITY OF ARKANSAS, IT APPEARS AS

Source - Another student's paper
Concerning, the scandals at Ohio State and the University of Arkansas, it appears as though the board

THOUGH THE BOARD FAILED TO COMMUNICATE THE RULES AND ETHICAL STANDARDS TO THE STAKEHOLDERS OF EACH UNIVERSITY

failed to communicate the rules and ethical standards to the stakeholders at each university

Suspected Entry: **75% match**

Uploaded - Case Study 2.docx
ETHICS AND COMPLIANCE 6

Source - Another student's paper
NCAA ETHICS AND COMPLIANCE PROGRAM 6

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx
ZIEGLER, PH.D

Source - Another student's paper
Ziegler, Ph.D

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx
CASE STUDY 2

Source - Another student's paper
Case Study 2

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx
IN THE CASE OF PENN STATE, THE UNIVERSITY SHOULD HAVE ENACTED A MANDATORY REPORTING POLICY FOR MISCONDUCT ON A CRIMINAL LEVEL

Source - Another student's paper
In the case of Penn State, the University should have enacted a mandatory reporting policy for misconduct on a criminal level

Suspected Entry: **91% match**

Uploaded - Case Study 2.docx
BY NOW, EVERYONE SHOULD KNOW THE NCAA RULES THAT PROHIBIT THE USE OF TEAM EQUIPMENT FOR TRADE AND ACCEPTING MONEY FROM BOOSTERS

Source - Another student's paper
By now, everyone should know the NCAA rules that prohibit the use of team equipment to barter and accepting money from boosters

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

THESE TWO RULES APPEAR TO BE THE MOST COMMON VIOLATIONS COMMITTED BY PLAYERS AND COACHES

Source - Another student's paper

These two rules appear to be the most common violations committed by players and coaches

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

IN THE CASE OF OHIO STATE, THE UNIVERSITY SHOULD MAKE ALL COACHES AND PLAYERS SIGN A CODE OF ETHICS THAT OUTLINES EACH VIOLATION IN DETAIL

Source - Another student's paper

In the case of Ohio State, the University should make all coaches and players sign a code of ethics that outlines each violation in detail

Suspected Entry: **93% match**

Uploaded - Case Study 2.docx

THIS POLICY WOULD PREVENT PLAYERS AND COACHES FROM BEING ABLE TO SAY THEY DIDN'T KNOW OR UNDERSTAND THE SYSTEM

Source - Another student's paper

This policy would prevent players and coaches from being able to say they didn't know or understand the policy

Suspected Entry: **99% match**

Uploaded - Case Study 2.docx

IN THE CASE AT THE UNIVERSITY OF ARKANSAS, THE NCAA DETERMINED THAT UNIVERSITY AND BOBBY PETRINO DID NOT VIOLATE ANY RULES

Source - Another student's paper

In the case at the University of Arkansas, the NCAA determined that University and Bobby Petrino did not violate any rules

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

THE UNIVERSITY OF ARKANSAS SHOULD HAVE A CLEAR AND DETAILED POLICY ON THE RULES AND REGULATIONS THAT GOVERN THE HIRING OF STATE EMPLOYEES

Source - Another student's paper

The University of Arkansas should have a clear and detailed policy on the rules and regulations that govern the hiring of state employees

Suspected Entry: **99% match**

Uploaded - Case Study 2.docx

THEY COULD HAVE ALSO HAD AN INDEPENDENT REVIEW BOARD TO HIRE EMPLOYEES

Source - Another student's paper

They could have also had an independent review board to hire employees

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

THIS POLICY COULD HELP PREVENT A CONFLICT OF INTEREST

Source - Another student's paper

This policy could help prevent a conflict of interest

Suspected Entry: **99% match**

Uploaded - Case Study 2.docx

THE NCAA SHOULD PORTRAY A MESSAGE OF ZERO TOLERANCE AND SET CLEAR STANDARDS THAT OUTLINE THE PUNISHMENTS FOR ANYONE WHO VIOLATES THE CODE OF ETHICS

Source - Another student's paper

The NCAA should portray a message of zero tolerance and set clear standards that outline the punishments for anyone who violates the code of ethics

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION ETHICS AND COMPLIANCE PROGRAM

Source - <https://www.topnursingpapers.com/national-collegiate-athletic-association-ethics-and-compliance-program/>

National Collegiate Athletic Association Ethics and Compliance Program

Suspected Entry: **63% match**

Uploaded - Case Study 2.docx

HRM 522 – ETHICS AND ADVOCACY FOR HUMAN RESOURCES

Source - Another student's paper

Strategic Ethics and Advocacy for HR Pro (HRM 522)
Date

Suspected Entry: **71% match**

Uploaded - Case Study 2.docx

WAYS NCAA FAILED TO PREVENT SCANDAL AT PENN STATE, OHIO STATE AND THE UNIVERSITY OF ARKANSAS

Source - Another student's paper

The fundamental ways in which the NCAA's ethics program failed to prevent the scandals at Penn State, Ohio State, and the University of Arkansas

Suspected Entry: **72% match**

Uploaded - Case Study 2.docx

THE PENN STATE SCANDAL OCCURRED IN 2011 WHEN ALLEGATIONS CHARGED A PREVIOUS COLLEAGUE MANAGER OF THE PENN STATE FOOTBALL CREW OF SEXUALLY ATTACKING A FEW YOUNG MEN OVER A RANGE OF YEARS

Source - Another student's paper

The Penn State case occurred in 2011 when allegations charged an associate mentor of the Penn State football team of sexually ambushing a few young men over a number of years

Suspected Entry: **71% match**

Uploaded - Case Study 2.docx

THE INVESTIGATION UNCOVERED A CRITICAL REPORT OF UNFORTUNATE BEHAVIOR WHICH TOOK PLACE IN 1998 AND WAS REPORTED TO SENIOR VICE PRESIDENT GARY SCHULTZ AND UNIVERSITY POLICE

Source - Another student's paper

The examination uncovered the principal report of unfortunate behavior was accounted for 1998 to Gary Schultz (Senior Vice President for Finance and Business) and the University police

Suspected Entry: **85% match**

Uploaded - Case Study 2.docx

ACTIONS NCAA SHOULD TAKE TO REGAIN THE TRUST AND CONFIDENCE OF STAKEHOLDERS AND STUDENTS

Source - Another student's paper

Two actions that the NCAA leadership should take in order to regain the trust and confidence of students and stakeholders

Suspected Entry: **62% match**

Uploaded - Case Study 2.docx

A FORMAL EVALUATION OF THE WAY OF LIFE SHOULD DEPICT THE VIEWPOINT OF DEMEANORS,

Source - Another student's paper

A formal appraisal of the way of life ought to be directed to depict the point of view of states of mind, recognitions,

OBSERVATIONS, VALUES, BENCHMARKS OF LEAD, WEIGHTS TO SUBMIT WRONGDOING, DANGERS, VULNERABILITIES, AND COMMUNICATION (GILMAN, HARNED, NAVRAN & BROWN, 2015)

values, measures of lead, weights to confer unfortunate behavior, interchanges, dangers and vulnerabilities (Gilman, Harned, Navran, and Brown, 2015)

Suspected Entry: **80% match**

Uploaded - Case Study 2.docx

IT IS CRITICAL TO GIVE CAREFUL CONSIDERATION TO THE CORPORATE QUALITIES AND HOW WELL THE BOARD HAS RECEIVED THEM, SENIOR INITIATIVE, REPRESENTATIVES, AND KEY PARTNERS AT ALL DIMENSIONS

Source - Another student's paper

It is critical to give careful consideration to the corporate qualities and how well the Board has embraced them, senior authority, workers, and key partners at all stages

Suspected Entry: **66% match**

Uploaded - Case Study 2.docx

THE COLLEGE SHOULD HAVE AN ADVISORY GROUP OF AUTONOMOUS NON-OFFICIAL EXECUTIVES ON ITS BOARD OF DIRECTORS WHOSE OBLIGATION IS GUARANTEEING THAT FRAMEWORKS ARE SET UP IN THE ENTERPRISE TO ENSURE REPRESENTATIVE CONSISTENCY WITH THE CODE OF ETHICS

Source - Another student's paper

The college ought to have a council of autonomous non-official executives on its Board of Directors whose duty regarding guaranteeing that frameworks are set up in the partnership to guarantee worker consistence with the Code of Ethics (Gilman et al., 2015)

Suspected Entry: **68% match**

Uploaded - Case Study 2.docx

ALSO, THE SCHOOL OR COLLEGE CAN BUILD UP AUTONOMOUS "HOTLINES" OR "HELPLINES" WHERE PEOPLE CAN ASK FOR DIRECTION WHEN FACED WITH A MORAL QUANDARY OR WHEN THEY EXPERIENCE EXPLOITATIVE LEAD (GILMAN ET AL., 2015)

Source - Another student's paper

where people can ask for direction when looked with a moral problem or when they experience dishonest lead (Gilman et al., 2015)

Suspected Entry: **75% match**

Uploaded - Case Study 2.docx

Source - Another student's paper

TO GUARANTEE SELF-SUSTAINMENT, HR SHOULD HOLD A YEARLY CODE OF MORALS, PREPARING AND SETTING UP A STANDARD AUDIT FRAMEWORK TO SAFEGUARD THE CODE IS DYNAMIC AND REFRESHING

To guarantee self-sustainment, HR should hold a yearly code of morals preparing and built up a consistent audit framework to guarantee the Code is dynamic and refreshed (Gilman et al., 2015)

Suspected Entry: **70% match**

Uploaded - Case Study 2.docx

THE SCANDAL AT THE UNIVERSITY OF ARKANSAS OCCURRED BACK IN 2012 WHEN AN INVESTIGATION CONDUCTED PROVED THEIR FOOTBALL HEAD COACH, BOBBY PETRINO, PROCURED THE SERVICES OF JESSICA DORRELL, WHO WAS A FORMER STUDENT

Source - Another student's paper

The University of Arkansas scandal took place in 2012 when an investigation revealed their football coach, Bobby Petrino, hired Jessica Dorrell, a former student, as the Student- Athlete Development Coordinator

Suspected Entry: **92% match**

Uploaded - Case Study 2.docx

DORRELL WAS HIRED AS THE ATHLETE DEVELOPMENT COORDINATOR

Source - Another student's paper

Dorrell was hired as the Student-Athlete Development Coordinator

Suspected Entry: **71% match**

Uploaded - Case Study 2.docx

TO ESTABLISH AN EFFICIENT ETHICS PROGRAM AT BOTH THE UNIVERSITY OF ARKANSAS AND PENN STATE, THE SCANDAL OUTCOME OF EACH WOULD HAVE BEEN A BIT DIFFERENT

Source - Another student's paper

If ethics program were in effective at Penn State, Ohio State, and the University of Arkansas, each scandal would have had a different outcome

Suspected Entry: **64% match**

Uploaded - Case Study 2.docx

ALSO, IT WAS UNCOVERED PETRINO USED TO GIVE DORRELL GIFTS WORTH \$20,000

Source - Another student's paper

Upon investigation, it was found that Petrino also gave Dorrell gifts amounting to \$ 20,000

Suspected Entry: **67% match**

Uploaded - Case Study 2.docx

THE RULE WAS CREATED AFTER NINE FOOTBALLERS WHO WERE FROM THE UNIVERSITY OF GEORGIA WERE CAUGHT SELLING THEIR JERSEYS AND RINGS ON EBAY

Source - Another student's paper

It had only been a rule since 2003, this was after football players at the University of Georgia were caught selling their rings and jerseys on eBay

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

THIS POLICY WOULD HAVE TRIGGERED AN INVESTIGATION INTO THE FIRST ACCUSATION OF SEXUAL ASSAULT IN 1998 AND SUBSEQUENTLY PREVENTED MORE VICTIMS AS WELL AS MORE CRIMINAL AND ETHICAL VIOLATIONS

Source - Another student's paper

This policy would have triggered an investigation into the first accusation of sexual assault in 1998 and subsequently prevented more victims as well as more criminal and ethical violations

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

NEVERTHELESS, THE ATHLETIC DIRECTOR DECIDED TO FIRE PETRINO FOR FAILING TO REPORT HIS CONFLICT OF INTEREST AS REQUIRED BY STATE LAW

Source - Another student's paper

Nevertheless, the Athletic Director decided to fire Petrino for failing to report his conflict of interest as required by state law

Suspected Entry: **87% match**

Uploaded - Case Study 2.docx

ALSO, THE NCAA SHOULD HAVE MORE OVERSIGHT AND REQUIRE EACH EMPLOYEE OF A SCHOOL'S ATHLETIC PROGRAM TO SIGN A CODE OF ETHICS STATEMENT EACH YEAR OF EMPLOYMENT

Source - Another student's paper

In addition, the NCAA should have more oversight and require each employee of a school's athletic program to sign a code of ethics statement

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

Source - Another student's paper

THEY CAN ALSO BUILD A COALITION OF COACHES AND PLAYERS TO LEAD BY EXAMPLE AND TAKE A STAND AGAINST ETHICAL VIOLATIONS

They can also build a coalition of coaches and players to lead by example and take a stand against ethical violations

Suspected Entry: **79% match**

Uploaded - Case Study 2.docx

TO ENSURE THE STUDENTS AND STAKEHOLDERS UNDERSTAND THEIR SITUATION, THEY CAN POTENTIALLY BROADCAST A COMMERCIAL ABOUT ETHICAL CONDUCT DURING EVERY TELEVISED NCAA SPORTING EVENT

Source - Another student's paper

To ensure the students and stakeholders understand their role this can be accomplished by broadcasting a commercial about ethical conduct during every televised NCAA sporting event

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

FERRELL, O., FRAEDRICH, J., & FERRELL, L

Source - Another student's paper

Ferrell, O., Fraedrich, J., & Ferrell, L

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

ETHICAL DECISION MAKING AND CASES (TENTH ED.)

Source - Another student's paper

Ethical decision making and cases (Tenth ed.)

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

GILMAN, S., HARNED, P., NAVRAN, F., & BROWN, J

Source - Another student's paper

Gilman, S., Harned, P., Navran, F., & Brown, J

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

TEN THINGS YOUR COMPANY CAN DO TO AVOID BEING THE NEXT ENRON

Source - Another student's paper

Ten things your company can do to avoid being the next enron

Suspected Entry: **100% match**

Uploaded - Case Study 2.docx

RETRIEVED FROM
HTTP://WWW.ETHICS.ORG/RESOURCE/TEN-
THINGS-YOU-CAN-DO-AVOID-BEING-NEXT-ENRON

Source - Another student's paper

Retrieved from <http://www.ethics.org/resource/ten-things-you-can-do-avoid-being-next-enron>