Upcoming Free Workshop on Ethical Accountability

We are excited to offer a free upcoming workshop, "Adherence to Ethical Norms and Accountability: A Collaborative Workshop," on Wednesday, May 18, 10 a.m.-2 p.m. on Salisbury University's campus.

This workshop focuses on the use of ethics as a means for increasing community engagement and accountability in the greater Salisbury area. This one-day workshop brings together community leaders to discuss mechanisms of community accountability and develops new organizational norms and practices in response to the following questions:

- Who are our organizations accountable to and what methods of accountability do we use?
- How do we ensure that we are meeting the needs of those that we are accountable to?
- Are our practices revisable and responsive to community oversight or feedback?

This workshop will help participants identify which ethical norms guide our work and how these can be integrated with mechanisms of accountability. Participation is collaborative and confidential.
By the end of the workshop, attendees will:

- Identify the types of standards and norms (personal, organizational and societal) that guide their work.
- Identify existing mechanisms of accountability within their organizations.
- Recognize the importance of community accountability.
- Develop additional procedures by which their organizations can maintain accountability to the community in which they serve.
- Understand ways in which institutional revision of norms can be facilitated by community feedback and increased responsibility.

The workshop is free and lunch is provided; however, space is limited to 20 people. Advance online registration is required. To register, visit: salisbury.universitytickets.com/w/event.aspx?id=1943

REACH Awarded Three Years of Funding

The REACH team is excited to announce that we have received a three-year grant from the National Endowment of the Humanities (NEH) Humanities Connections Program to continue our work in community ethics. The grant funding will expand our existing work, allowing for ongoing community listening sessions and the development of ethics resources for stakeholders in our local community. Further, funding will support creation of a slate of ethics curricula at Salisbury University that will be implemented in classrooms across campus, helping prepare our future workforce to effectively address community problems from multiple perspectives. The current round of funding was exceptionally competitive; we are proud to have been selected to receive one of only 10 implementation grants in the U.S. Long-term goals for REACH include a University-based ethics center, which would allow community stakeholders to seek out the expertise of REACH and SU students in solving real-world ethical issues. See the full press release at: www.salisbury.edu/news/article/2022-4-13-REACH-Program-Wins-146000-Grant-from-NEH

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ETHICS PROFILE: Jennifer Barnes

Tell us about your organization and what you do?

I am Jennifer Barnes and I serve as the corporate compliance officer (CCO) for Chesapeake Health Care (CHC). CHC is a community-based health care nonprofit organization. We provide a wide range of primary and preventative health care to our community, including adult health services, pediatric care, mental health services, dental care, OB/GYN services and pharmacy services. Our mission is to offer affordable, culturally competent patient and family-centered health services to residents of the three lower counties in Maryland, regardless of their ability to pay.

I am proud to be a part of this organization and to be able to contribute to the many positive impacts it has on our community. As the CCO, I am charged with ensuring we conduct our business in full compliance with a host of ever-changing federal and state laws and regulations. Chief among my duties is ensuring the absolute integrity and privacy of the health records of those who use our services. I am also given the opportunity to help resolve internal conflicts and various ethical dilemmas that arise within our business environment. Depending on the situation, I am regularly called upon to be an educator, auditor, investigator,

mediator, and to provide guidance and opinions on an assortment of topics.

I very much enjoy the evolving challenges of this position and the opportunity to bring knowledge, skill and compassion to the variety of tasks that come my way.

What drew you to being a part of the Community Ethics Network?

When I first became aware of efforts to start and grow a Community Ethics Network, I knew it was an undertaking I wanted to be a part of. Having received my master's degree from SU's Conflict Analysis and Dispute Resolution Program and having worked for a number of years in SU's Office of Institutional Equity, I have a deep appreciation for and loyalty to the University.

I was excited about this new initiative and eager to engage with it. Being a compliance and ethics professional is a unique position in most local small- to mid-size organizations. The chance to share experiences and learn from others in this field about what they are seeing and doing, what problems they are encountering, and what solutions they

are employing was far too good to pass up. The fact that everyone involved with this project is local to the Eastern Shore made the offer to get involved even more appealing.

How does ethics improve the work that you do?

Ethics informs every aspect of my professional interactions. Whether I am investigating a potential confidentiality breach, exploring a possible conflict of interest or working with employees to resolve a workplace dispute, ethics is at the center of my work. By holding myself to high ethical standards, including readily admitting my own errors and seeking to rectify any potential damage, I can maintain credibility among those I serve. Maintaining an unbiased, neutral and fair stance toward situations I encounter, while not always easy, is key to success.

Keeping ethics at the forefront of my behavior and communications allows me to model integrity-driven professionalism and the ideals of a respectful workplace. I am very fond of the ancient Greek concept of "areté," which represents the state of excellence that is achieved when a person lives up to their fullest potential within their unique purpose or function. Ethics helps me continually pursue a state of areté.

REACH Team Members Present 'Adventures in Ideas'

On Saturday, March 12, REACH team members Dr. Tim Stock (Department of Philosophy) and Dr. Michèle Schlehofer (Department of Psychology) presented alongside Dr. Corinne Pubill (Department of Modern Languages and Intercultural Studies) "Speaking of

(From left) Dr. Stock, Dr. Schlehofer and Dr. Pubill

the Common Good/Hablando del Bien Comun" as part of the Adventures in Ideas Humanities Lecture Series. Drs. Stock and Schlehofer discussed what we mean when we say "the common good," how we conceptualize justice, and the extent to which philosophy and psychology are prepared to address pressing public concerns, such as the COVID-19 pandemic, rise of disinformation and global climate change. Dr. Pubill discussed her work with the Lower Shore Vulnerable Populations task force, the needs of the local Latinx community and the increased urgency of these needs during the COVID-19

pandemic. Key issues and concerns for the Latinx community include access to vaccinations, ensuring that providers interacting with the Latinx community do so from a place of cultural understanding and cultural humility, and accuracy of translations.

The day ended with a discussion centered around a REACH case study as an example of how to engage community stakeholders in conversations about the public good.

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