



National Purchasing Institute  
An Association of Government Purchasing Professionals

# *"A Framework for Ethical Decision-Making in the Public Sector"*

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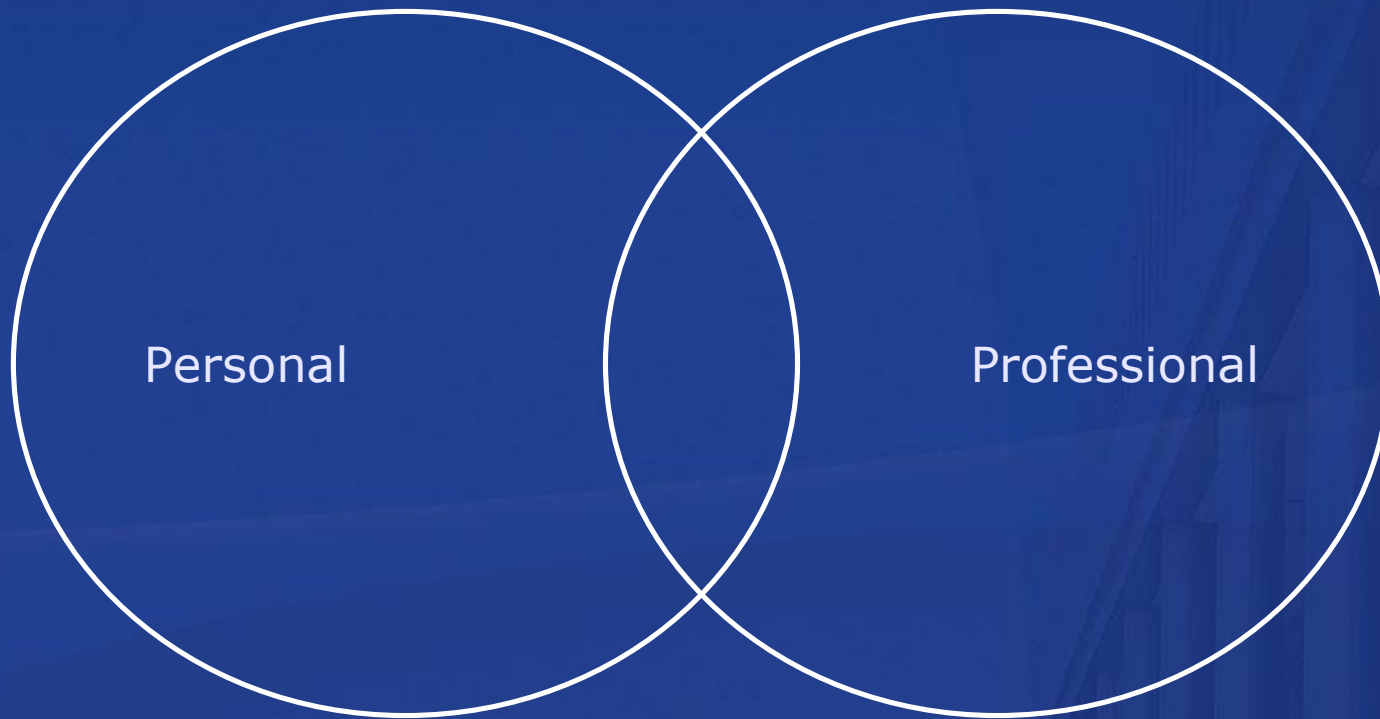
EthicsPoint Distinguished Lecturer in Business Ethics

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# Overview

- Recent ethical breaches in all sectors
  - Interplay of personal & professional ethics
  - Why people engage in unethical behavior
  - A model for ethical decision-making
  - Testing the model on a case
-



Personal

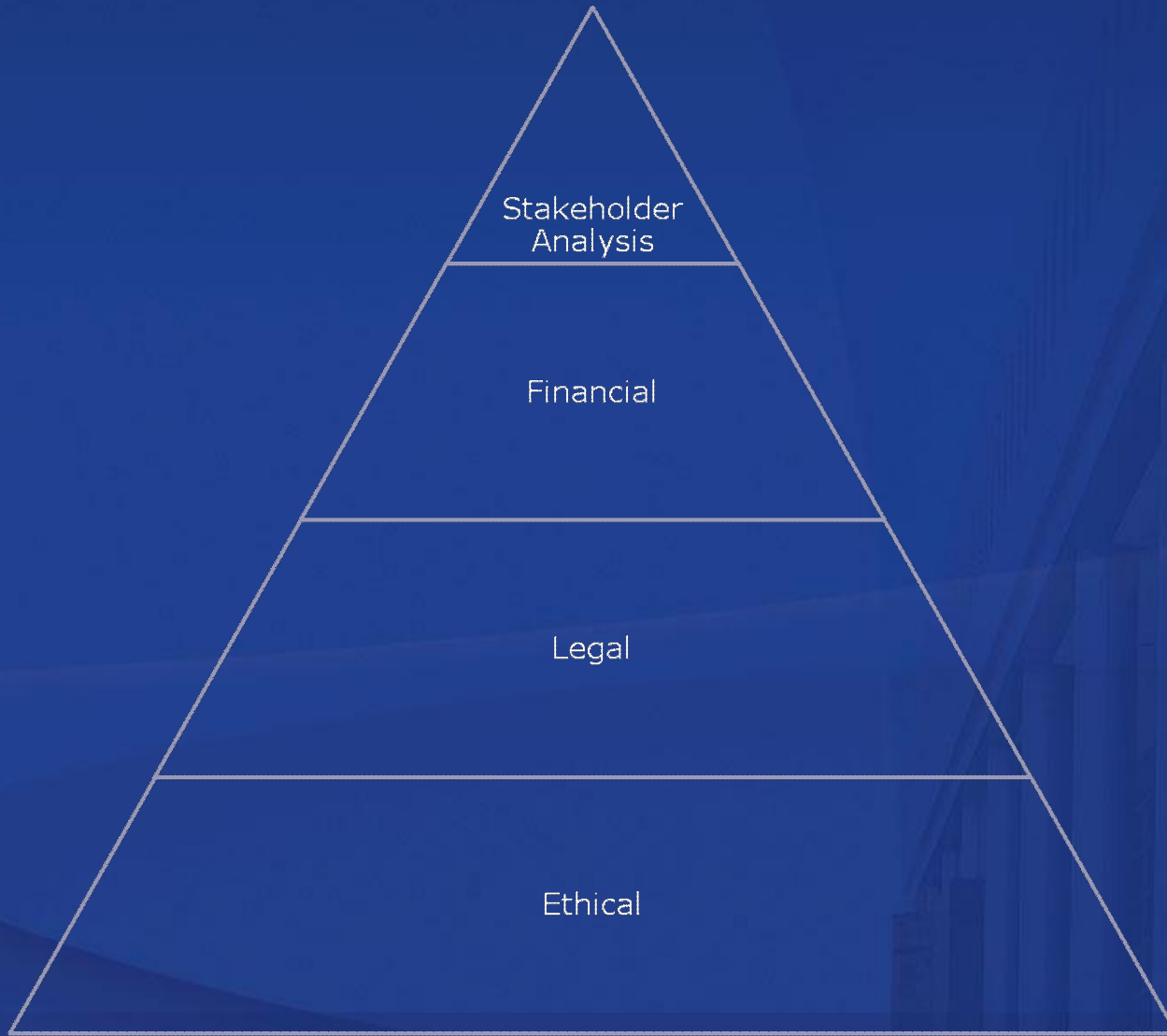
Professional

Motivation



Opportunity

Rationalization



Stakeholder  
Analysis

Financial

Legal

Ethical

# Should Employers use Facebook in the Hiring Process?

facebook®



The screenshot shows a Facebook group page for 'Screencasting'. The page is titled 'Information' and includes the following details:

- Group Info:**
  - Name: Screencasting
  - Type: Internet & Technology - Software
  - Description: This is a group for anyone who loves watching or creating screencasts (movies of software). Share your favorite screencast software, your screencast videos and tips for better screencasting.
- Photos:** No one has uploaded any photos. Add photos.
- Discussion Board:** Displaying 1 discussion topic. Start New Topic | See All
- Your Favorite Screencasting Software:** 4 posts by 4 people. Updated 16 hours ago.
- Members:** This group has 6 members. See All
  - Amit Agarwal
  - Beth Kanter
  - Jeremy Wagstaff
  - Don Campbell
  - Long Zheng
  - Betsy Weber
- The Wall:** No one has said anything...yet. Write something.
- Group Type:** This is an open group. Anyone can join and invite others to join.
- Admins:**
  - Amit Agarwal (India) (creator)
- Related Groups:**
  - Chpin
  - Business - Companies
  - Yi-Tan Tech Community
  - Common Interest - Current Events
  - Web 2.0 (Entrepreneurs)
  - Internet & Technology - General
  - LinkedIn Users of Facebook
  - Internet & Technology - Websites
  - Creative Commons fan club
  - Organizations - Non-Profit Organizations

Additional features visible on the right side of the page include: 'View Discussion Board', 'Invite People to Join', 'Leave Group', 'Report Group', and a 'Share' button.

# Should Employers use Facebook in the Hiring Process?

- Break into small groups and read the case
- Run the case through the ethical decision-making framework as a group (e.g., stakeholder analysis, financial, legal, & ethical dimensions)
- Answer the following questions: Is it appropriate for an employer to use Facebook as part of the hiring process? Why or why not?

***"Make absolute integrity the compass that guides everything that you do."***

- **Karl Eller**, Chairman and CEO of the Eller Company

