

**Timothy L. Fort**  
**Indiana University, Kelley School of Business**

**Timothy L. Fort** holds the Eveleigh Professorship in Business Ethics and is Professor of Business Law & Ethics at the Kelley School of Business at Indiana University. He received his BA and MA from the University of Notre Dame and his PhD and JD from Northwestern University. He taught at the University of Michigan from 1994-2005 and at George Washington University from 2005-2013.

Fort has written over eighty articles, and fifteen books; he has edited an additional twenty-three books. Two of his books have won the Best Book Award from the Academy of Management for Social Issues. He has won twelve research awards from three different academic associations, the Academy of Legal Studies in Business, the Society for Business Ethics, and the Academy of Management and has served on the editorial boards of the flagship journals of each of these associations. He has also won five teaching awards and has served as academic director for a unique program for players from the National Football League; he also co-taught a course with then-Federal Reserve Chair, Ben Bernanke. He has also served as director of an institute, as department chair, and as an interim associate dean. He has been a coach/consultant for Alexandra, Countess of Fredriksborg (Denmark) in her role as a member of the Board of Directors of Ferring Pharmaceuticals.

Tim's primary research interest concerns how ethical business conduct can create positive organizational cultures, which in turn foster sustainable peace. He co-chaired a task force on the topic with the U.S. Institute of Peace and helped to develop a program with the U.S. State Department where MBA students served as pro bono consultants to entrepreneurs in conflict-sensitive zones.

He has extended that work to music, sports, and film to create a research stream of "Cultural Foundations of Peace" where cultural artifacts serve as a nudge to make ethical decisions and to provide common ground for individuals who might otherwise disagree on social issues. In that regard, he has organized multiple conferences with faculty from the Jacobs School of Music, co-edited a book, written two articles, and organized a film series with the IU Cinema.

His pre-tenure work on how businesses can be "mediating institutions" is drawn from natural law and from bioanthropology integrates leading theories of business ethics and emphasizes optimal corporate culture.

# **The Total Integrity Management Approach to Professional Ethics**

**Timothy L. Fort, PhD, JD**  
**Eveleigh Professor of Business Ethics**  
**Professor of Business Law & Ethics**  
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## **Segment 1: Hard Trust**

At a minimum, professional, ethical conduct pays attention to external and internal rules. Those external rules entail compliance with laws as well as to the coercive enforcement mechanism of public opinion. This segment provides studies of what works and what doesn't work in integrating compliance with the workplace.

Degree of difficulty: Moderate

## **Segment 2: Real Trust**

Perhaps the Holy Grail of business ethics is "good ethics is good business." This segment looks at the empirical literature that suggests that there is some truth to this, but the specifics are a bit more complex. It also looks at a survey conducted by the presenter and his co-author that looks at what 20 CEOs (half from the US and half from Europe) believe are the key factors for creating an ethical culture in which good ethics is organizationally rewarded.

Degree of Difficulty: Moderate

## **Segment 3: Good Trust**

Laws and incentives go so far to encourage ethical conduct. If companies and the individuals in them don't care about conducting themselves ethically, then laws and incentives tend to fail. This segment looks at three sources, rooted in evidence found in neurobiological studies, that can nudge individuals and companies to, indeed, care about ethics.

Degree of Difficulty: Moderate

## **Segment 4: Matching Psychological Mindset to Ethical Orientation**

This segment is based on very new research that maps psychological models of moral development with contemporary "cultural artifacts" (especially music) to provide a mechanism for individuals to find ways to cognitively orient themselves to make ethical decisions. Thus, participants walk out with tools that help to orient them to face daily decisions.

Degree of Difficulty: Basic