PODCAST - UMB Code of Ethics:

Impact Through Everyday Integrity

Explore how the University of Maryland, Baltimore's Code of Ethics and Conduct guides daily decisions for all—from faculty to staff and students. The code emphasizes honesty, integrity, responsible stewardship of resources, legal compliance, and transparency. It calls for reporting wrongdoing, protecting whistleblowers, and avoiding conflicts of interest, fostering a culture where everyone shares responsibility for ethical conduct and accountability in shaping our university's impact.

1. Choices That Shape UMB: Podcast Opening

- **Male**: Ever stopped to think how decisions at a university shape its entire culture? Every day at the University of Maryland, Baltimore, we make decisions that matter.
- **Female**: That's what energizes me about UMB. Some decisions are high-profile, like managing a grant or making a purchase. Others happen quietly, like double-checking data or voicing a concern when something doesn't feel right. Today, we're breaking down how UMB's Code of Ethics and Conduct guides all these moments.
- **Male**: This episode is about what the Code means for everyone at UMB. Faculty, staff, students—as well as contractors, volunteers, and visitors. We'll explore how the Code guides our daily actions, protects our community, and keeps us united in integrity.
- **Female**: Today's conversation, aligned with UMB's Ethics and Compliance Week theme, United in Integrity: Accountable for Impact, covers the core principles, why accountability matters, and how we can play a part. Let's start with what the Code actually says.

2. The Foundation: UMB's Code of Ethics Explained

- **Male**: UMB's Code of Ethics and Conduct gives us a shared foundation. It calls on us to be honest and act with integrity in everything from teaching and research to service and administration.
- **Female**: The Code calls upon us to care responsibly for University resources. This stands out for me. It's not just about budgets and funding. It's every piece of data, every piece of equipment, every decision that affects the trust placed in us.
- **Male**: And it goes further—meeting legal and professional responsibilities, fulfilling our commitments under grants and agreements, and avoiding improper conflicts of interest. The Code may be concise, but it's thorough.
- **Female**: I think it's powerful that this responsibility stretches across the entire UMB community. No matter your role, you're part of upholding these standards every day.

3. Ethics in Action: Everyday Scenarios at UMB

- **Male**: Sometimes ethics feels abstract. At UMB, ethics isn't some distant ideal, it is tangible. Think about the researcher making sure their data is accurate. Or a staff member who quietly reports a suspicious email. Even a supervisor checking in on their team's well-being.
- **Female**: Or a student who steps up to acknowledge someone's work, or a volunteer who asks a tough question when something doesn't seem right. These moments aren't dramatic or headline news; they're the foundation of trust within UMB and across our communities.
- **Male**: That's what sets the tone for our culture. When everyone pitches in, it safeguards not just the University and its reputation, but the well-being of each and every one of us.
- **Female**: And it creates a sense of belonging. It really hits home when you realize your choices and your voice matter, and they ripple out and impact others in ways you might not expect.

4. Accountability and Impact: Why Decisions Matter

- **Male**: Let's dig into accountability. Being accountable isn't just a box to check— it's about asking, who does my decision impact? How does this affect our resources? It's thinking about how our decisions and actions affect people, resources, and the University's reputation.
- **Upbeat Woman**: The Code calls upon us to weigh the impact. It's not just what we accomplish, but how we achieve it. Every choice, even a routine one, has real consequences.
- **Male**: And that's why the Code asks us to report wrongdoing and support investigations. It's about protecting the integrity and trust that we rely on.
- **Upbeat Woman**: And supporting those who speak up is vital. The Code makes clear that retaliation isn't tolerated. That helps make it safe for everyone to speak up.

5. Building a Culture of Integrity Together

- **Male**: Creating a culture of integrity depends on all of us. The Code isn't reserved for compliance officers or leadership—it's a living document for everyone at UMB, every day.
- **Female**: That's what makes it meaningful. Faculty, staff, students—every single person reinforces UMB's ethical foundation by making mindful decisions, no matter the scale.
- **Male**: This collective effort is what makes UMB resilient. When we rally around integrity, we're not just following rules—we're setting ourselves and our university for sustainable success and innovation.
- **Female**: And there's real pride in that. Knowing that what we do at UMB is respected and trusted. Even beyond our campus. That is a big impact for everyday decisions and actions.

6. Closing Recap: Living Our Code Every Day

- **Male**: Let's wrap with some key takeaways. First, every decision—visible or quiet—shapes UMB's culture. Second, the Code gives us a clear, shared framework for integrity. Third, accountability and impact are at the heart of ethical conduct here.
- **Female**: Here's something you can do starting today — set aside a moment this week to reflect on one decision you make at UMB. Ask yourself—does it uphold our Code? Even small choices can create meaningful change.

- **Male**: Thanks for listening. Keep these conversations going, and remember—when we unite in integrity, we all shape how we work and grow together.
- **Female**: Until next time, keep making those positive choices that shape UMB for the better.