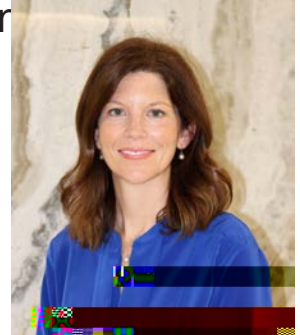




## Ethical Differences Among Generations

By Ashley Salaiz, Ph.D.  
Assistant Professor of Management;  
Associate Director, Center for Ethics



Ashley Salaiz

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## Generational Ethics

By Edgel "Ed" Lester, Chair, The Center for Ethics;  
Shareholder, Carlton Fields, P.A.

Edgel "Ed" Lester



Top row from left to right: Director of Center for Ethics Robert Marley, Associate Director of Center for Ethics Ashley Salaiz, Eric Bingham, Dior Rutherford and Sara Mazzola. Middle row from left to right: Deletha Hardin, Carter Hardy, Eric Freundt and Laine Kenny. Bottom row from left to right: Omar Lopez, Aaron Wood and Dominique Trottier

The Center for Ethics Fall Speaker Series explored student and faculty perceptions regarding the role of a professor. Delivered in a real-time webinar broadcast on Oct. 28, four faculty and four students debated the role of the professor, along with over 150 Tampa Bay students, faculty and community members interactively participating via Zoom Q&A.

Topics of debate ranged from the impact of student evaluations on faculty teaching, the role of tenure, how supportive faculty should be of students and a plethora of questions from the audience. The event helped students and faculty learn more about each other, hopefully fostering a better cross-

## Ethical Leadership: The Silver Lining in a Tumultuous Year

by

three resilient CEOs demonstrate that positivity in the workplace can prevail. The panelists featured included Lorna Taylor, CEO of P Newman, owner, and president of J.C. Newman Cigar Company; and James Ferman, president of Ferman Motor Car Company.

The webinar event drew 100 attendees and was moderated by Ashley Salaiz, associate director of the Center of Ethics. The panelists discussed the importance of staying positive and recognizing that difficult times do not last. The overarching theme of panelists' responses was that they helped them to refocus on their relationships with their employees. For example, panelist Eric Newman discussed his role that encouraged them to stay home if feeling sick without worry about loss of pay or job. By providing support for employees, the workplace became a more supportive environment for those working together. Panelist Lorna Taylor implemented morning meetings where employees simply shared their highs and lows, which led to stronger relationships as employees learned more about each other. The discussion continued to delve into the importance of trust between leaders and their employees, as each CEO stressed that trust must be established prior to hardship and makes for a smoother transition to a new normal. All three panelists noted that their trust with their employees helped a great deal during these trying times.

The webinar concluded with helpful advice from panelists, who advised students to embrace change through continuous learning and leadership. Pushing oneself out of their comfort zone and striving to be the best is an important key to success and overcoming challenges. Some of these three panelists demonstrated the importance of strong ethical leadership during this exceptional time.

Each generation brings forth a wide variety of different values and priorities. I'm a millennial, and my generation has grown up to believe there is more to living than responsibilities. Work is an important part of life, but it is not your entire life. While this sentiment is shared by many millennials, many millennials are frustrated by the low entry level pay and the high cost of living. Not everything is easy – entry level pay has remained stagnant while college loans and rising housing costs leave little room to save for the experiences that make our lives meaningful. Older generations tend to counter this new way of thinking because tradition is highly valued. The question remains: are millennials spearheading change or just stubbornly resisting adulthood?

Top concerns for millennials today include the (rapidly rising) cost of living and work-life balance. Millennials find it harder to accumulate wealth due to the high cost of education, low entry-level pay that has remained relatively flat for the past 50 years and high cost of living. These factors lead to the immense amount of debt millennials find themselves owing, and as a result, significantly fewer millennials are less likely to own homes, instead renting and living with roommates for longer compared to prior generations.

There is also an outcry by millennials to re-evaluate work-life balance. Entry level jobs in careers such as accounting often require employees to work up to 100 hours a week during busy season. Younger generations are resisting these norms because of the belief that one's life should not revolve around their work, but rather, be enjoyed with loved ones and personal hobbies. Younger generations tend to have the mind set of "work-life balance" and "work-life balance" is a goal.

While millennials are more likely to live in the present, they are also more likely to save for the future. Millennials are more likely to live in the present, but they are also more likely to save for the future. Millennials are more likely to live in the present, but they are also more likely to save for the future.

## COVID-19 Haiku

Everyone lock down  
Safety first, mentally drained  
I do for others

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