

CLEMSON ETHICS

Rutland Institute for Ethics

2022-2023

Annual Report



Guiding Tigers to Ethical Success

Our Partners

The work of the Institute would not be possible without the generosity of our partners and sponsors. We are fortunate to have incredible supporters that allow us to continue to pursue ethical excellence on campus and beyond. A special thank you to those listed below who have been our collaborators, friends, and donors. The Institute is proud to be a place that brings together the interests of Clemson University staff, students, faculty, community members, and business entities, and we look forward to continuing this great legacy.

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Our Purpose

Vision

To partner with every academic college at Clemson University to provide the tools and support for the expansion of ethics education and ethical leadership for every discipline.

Mission

The purpose of the Rutland Institute for Ethics is to encourage discussion on campus, in businesses, and in the community about how ethical decision-making can be the basis of both personal and professional success.

Goals

1. Encourage integration of ethics education and ethical leadership within all Clemson University colleges, and provide support for those colleges as necessary to advance ethics in their disciplines.
2. Develop and provide programmatic opportunities in the area of ethics education for university members.
3. Develop and display examples of ethical leadership through the involvement of students, faculty, staff, alumni, and corporate leaders in on-campus and community programs.
4. Adopt and disseminate at least one decision-making tool for students to utilize in the face of an ethical dilemma.
5. Enhance university goals through the use of ethics education in the curriculum.



The Year In Review

Annual Ethics Day

Our 5th Annual Ethics Day was a great success! The keynote address delivered by Mr. Bill Carlson spoke to the unique challenges corporate work poses to personal ethics and how to maintain integrity in the face of adversity.



High School Ethics Case Competition

Thirty high school students from across the country gathered virtually and in-person to offer creative solutions to the ethical dilemma posed by organ tourism. This was our largest competition to date!

TIDE Conference

Hosted by each college, our eleven speakers this year offered cutting-edge perspectives on ethics and diversity in their respective fields including topics such as computer recognition bias, healthcare inequality, and even the ethics of BBQ!



Rutland Awards

The generosity of the Rutland Institute supported three students and six student organizations as they sought to promote ethical leadership on campus. Our winners showed outstanding character and original programmatic initiatives.

CHANGE Students

Our student community was hard at work this year. They hosted a trip to the South Carolina state capitol, a field trip through the Woodland Cemetery, and an inter-collegiate panel to promote ethical conversation across fields.



Summer Scholars

In partnership with the Rotary Club, we hosted our inaugural LEAD Summer Scholars program. More than twenty high school students joined us on campus to hone their critical-thinking and leadership skills both inside and outside the classroom.

By The Numbers

TIDE conference attendees who joined us over the course of seven sessions hosted by each college.

604

413

Attendees at Annual Ethics Day with 75% of attendees joining us virtually.

Students enrolled in the Distinguished Ethics Scholars and Ethics Scholars Program on track to graduate.

73

33%

Average growth across our social media platforms including Twitter, Instagram, and Facebook.

Students in CHANGE who hosted events spanning from the Carillon Gardens to the South Carolina State House.

16

14

Teams of high school students who competed in the 5th Annual High School Ethics Case Competition.

Recipients of our Cherry Braswell Rutland Memorial and J.T. Barton Jr. Awards.

9

4

Staff at the Rutland Institute making our vision, mission, and goals a reality.

Mission to promote ethical decision-making as the basis for personal and professional success!

1



The Rutland Community

Advisory Board

The Rutland Institute for Ethics Advisory Board has proven itself to be a resourceful group of professionals dedicated to the mission of Clemson University. Meeting twice a year, each member serves a three-year term and is highly engaged in the programs run by the Institute. Whether it is speaking to one of the many college classes the Institute addresses or participating as a judge for the High School Ethics Case Competition, board members proudly promote ethical decision-making and ethical leadership.

As his appointed term ends, we will miss our board chair – Clete Cordero – who has been extremely effective as a leader in so many ways. The irreplaceable Nancy Whitworth will also leave us but continues to assist in ways that transcend her board appointment. Nicole Clifton, who was the first person of color to serve on the board, has provided a unique perspective that only a successful Clemson alumnus can. Lastly, Joe Turner has been a stalwart on the board. As former chair of the board and all-around cheerleader for the Institute, Joe's infectious laugh and commitment to ethics education will be sorely missed. We wish our departing board members the best as they embark on their next phase of service!



Clete Cordero
Advisory Board Chair



Delia B. Allen



Stephan C. Barton



Michael Brewington



Nicole Clifton



Dave Diamond



Debbie Dubose



Anderson Garcia



Harskin "HJ" Hayes Jr.



Robert J. Rutland



Kelly Durham
Chair Emeritus



Caroline Stewart
Chair Emeritus



Harry Durham
Honorary Member



Joe Turner



Nancy Whitworth



Sam Erwin
Honorary Member



Dick Sargent
Honorary Member



John C. Knapp
Honorary Member

*Thank
you!*

From Our Board Chair

I recently walked into a restaurant and saw a good friend of mine and his wife sitting at a table eating with another couple. What caught my eye was that this other couple was completely different from my friend and his wife in many different aspects. Later that week I ran into my friend and asked him what prompted him to have a meal with this other couple since they were each so different. His response was that he wanted to have a discussion with them so that he would have the opportunity to learn and grow by listening to their perspectives.

Growth coming from discussion. This summarizes the vision for ethics at Clemson University held by our founder Bob Rutland: to encourage discussion on campus, in businesses, and in the community about how ethical decision-making can be the basis of both personal and professional success.

The 2022-2023 academic year was another great year for the Rutland Institute for Ethics in leading ethical discussions. Bill Carlson was the keynote speaker for Annual Ethics Day in October where he openly shared about his unethical decision-making and the impact it had on his personal and professional life.

The first graduate-level Distinguished Ethics Scholars Workshop was held on campus in the fall followed by a second one in the spring. In each fall and spring semester, outside guest speakers were invited to lead the Business 1010 classes in order to prompt discussions about real-life ethical dilemmas students might face and how to use the STAR model to arrive at an ethical resolution. Our Annual High School Ethics Case Competition continued to grow in March and for the first time in the summer of 2023, a collaboration program with the Rotary Club's Rotary Youth Leadership Academy (RYLA) and Clemson University's Rutland Institute for Ethics was held on campus for high school students in order to cultivate ethical principles in these young leaders.

The Rutland Institute is moving the conversation forward amongst the Clemson community to grow and guide Tigers to ethical success. Through our current programs as well as programs yet to come our original mission and vision is alive and thriving in new and creative ways.

- clete cordero



our Advisory board



From Our Director

As the first full-time Director of the BELIEF (Building Ethical Leaders using an Integrated Ethics Framework) Program in the College of Business at Northern Illinois University, I was engaged in a lot of activities: advisor for the student group, chair of the faculty committee, and chair of the advisory board. Because of my consummate passion for diversity, the dean of the college agreed to officially expand my role to include DEI work for the college. Eventually I sought additional leadership opportunities within the college, but the timing wasn't right for such advancement, which forced me to look at other leadership pathways. It was at this juncture that the Rutland Institute for Ethics was presented to me as an opportunity. Directing the Institute allowed me to take the best of a college-level ethics program and expand it to a university setting; and oh, what an expansion it has been!

In addition to our signature events – Annual Ethics Day/TIDE Conference/Distinguished Ethics Scholars Program/High School Ethics Case Competition – the Institute has established a new relationship with Rotary International by hosting a week-long camp for high school Rotary Youth Leadership Academy (RYLA) students interested in sharpening their leadership skills through engagement in ethics education activities. Rotary youth from all over the country attended Clemson University in a fun, enlightening week that highlighted not only ethics, but leadership development through the introduction of Rotary's Four-Way Test. As you can tell, I am proud of this endeavor!

It goes without saying that we would not be where we are without the help of our fervent supporters. The advisory board continues to be generously supportive of the Institute by giving of their time, talent, and treasure. The faculty committee, otherwise known as FACE (Faculty Advocating for the Commitment to Ethics) continues to be extremely instrumental in crafting ethics education-related programming that reaches the breadth and length of the campus. Our student group, CHANGE (Creating Habits And Norms Guiding Ethical Decisions), has been effective in hosting programs designed to impact student knowledge of ethical decision-making and ethical dilemmas. Even now, the Institute has partnered with Clemson's Office of Ethics and Compliance to create "Ethics Week" – an opportunity to bring attention to doing the right thing in all facets of professional life.

While I remain proud of our accomplishments, we will not rest. We will continue to strengthen our programs for greater impact across the community, throughout the region, and across the country. Truth be told, we are positioning ourselves to impact ethics education across the globe, as I was chosen as a Fulbright Specialist late last year and am planning a trip to Serbia later this year to help the University of Belgrade establish an ethics center similar to our Institute. In short: we are actively engaged in becoming the change in ethics education that we wish to see. Thank you Bob Rutland for giving us such a vision!

OUR
STAFF



Dr. William McCoy
Director



Rachel Dial
Assistant Director



Lane Mayfield
Graduate Assistant



Annelise Hawkinson
Undergraduate Intern



Becky Meggesin
Consultant



Joan Dubinsky
Faculty Fellow

Faculty Advocates

For ethics to be properly integrated into university curriculum, faculty must be stakeholders in the process. The Rutland Institute prides itself on involvement and support from every academic college on Clemson's campus. Each college dean collaborates with the Institute through their appointed college liaison, and our programming would not be successful without the hard work of each FACE member. While several of our FACE members are exiting due to term limits, all FACE members have been fantastic supporters of our initiatives.

We wish only the best for Tracy Fasolino (College of Behavioral, Social, and Health Science) and Matt Turnbull (College of Science). Both have been extremely instrumental in engaging their respective colleges in ethics programming. Lastly, due to a changing schedule and increased responsibilities, we bid adieu to Reed Watson, who along with Tracy Fasolino, has been a part of the FACE group since its inception. Thank you all for your commitment to ethics!



Shanita Anderson
College of Education



Scott Brame
College of Engineering, Computing
and Applied Sciences



Kirsten Abel
College of Education



Tracy Fasolino
College of Behavioral, Social,
and Health Sciences



Meredith Morris
College of Science



Julian Nixon
College of Agriculture,
Forestry, and Life Sciences



Hope Parnell
Wilbur O. and Ann Powers
College of Business



Amir Poursaee
College of Engineering, Computing
and Applied Sciences



Lior Rennert
College of Behavioral, Social,
and Health Sciences



Satomi Saito
College of Arts, Architecture,
and Humanities



Andy Tennyson
College of Science



Matthew Turnbull
College of Science



Reed Watson
Wilbur O. and Ann Powers
College of Business

CHANGE Makers

Established in 2019 as the student voice of the Rutland Institute for Ethics, Creating Habits and Norms Guiding Ethical Decisions (CHANGE) is our designated student organization consisting of undergraduate and graduate students from each college on campus.

CHANGE serves to create ethical programming at both the university-wide and college-specific levels by hosting events that focus on exposing students to real-life applications on ethical decision-making.

During the 2022-2023 school year, CHANGE gained 6 new members across 4 colleges. Together the students published fall and spring newsletters, met every week to plan events for their fellow students, and addressed critical issues facing the student body.

Our members hosted 10 events this year including distributing freeze pops to freshmen during the first week of classes in August, hosting an Ethics Shark Tank with the College of Education's Undergraduate Student Advisory Board, and touring the Woodland Cemetery to learn more about Clemson's history.

CHANGE members Hely Patel and Tyler Simmons both hosted events sponsored by their respective J.T. Barton Jr. awards: Hely partnered with the Clemson Pre-law Society to visit the South Carolina State House and Tyler worked with student group CONNECTIONS to host a panel discussion on the ethical issues facing first year minority students at Clemson. To top it off, CHANGE successfully hosted the largest High School Ethics Case Competition to date. It was a fruitful year indeed!

Student Leadership



Zion Kaauiwai
CHANGE President



Lindsay Einbinder
Vice President



Lori Thompson
Treasurer



Jasmine Sampson
Chief Marketing Officer



Ridge Kaauiwai
VP Historical Context



Tyler Simmons
Secretary



Matt Harrington
Alumni Relations

From the President

I originally got involved in CHANGE when the first Graduate Assistant and then-President of CHANGE, Tim Switzer, talked to me about ethics at TigerProwl in the fall of 2019. Over the course of my four years in CHANGE, and through my co-curricular education in the Distinguished Ethics Scholars Program, I have deepened my understanding of ethics and the various ways ethics plays into education and daily university life. I've spent extensive time looking at how all students can benefit from improving their integration of ethics, and my team and I are always working towards making ethical discussions a common occurrence at our university. With my transition into graduate school, and my re-election to the office of the President, this year as a graduate student, CHANGE plans to increase our ethical collaborations with more organizations and recruit new members from all the colleges. We also have new programs in the works as we look to increase our influence on campus and bring ethics to the forefront of student conversations.

-Zion Kaauwai



Student Events

Freeze Pops with CHANGE

Welcomed incoming freshman with cold treats.

Woodland Cemetery Tour

Discussed Clemson's ethical legacy and history.

Ethics in Education

Addressed the code of ethics in education.

Ethics Shark Tank

Examined ethical dilemmas using the STAR Model.

Pre-Law State Senate Field Trip

Probed state law-makers about ethics in politics.

First Generation Panel with CONNECTIONS

Discussed ethical issues facing minority students.



Rutland At Work

Annual Ethics Day

One of the staple programs of the Rutland Institute for Ethics is Annual Ethics Day – an opportunity to bring a well-known speaker to campus to discuss a particular perspective of ethics. In the past, the Institute has engaged speakers with broad appeal to at least one academic college.

This year we tried something different by inviting a former white-collar criminal whose penance was speaking to college students about making the right choices. Our speaker, Bill Carlson, presented an address entitled, “Learning From One Man’s Mistakes: Using Gratitude As An Antidote For Unethical Behavior”. The power of his message was unmistakable. Students were amazed by the transparency of his story and how he is working his way back from complete and utter personal and professional devastation. His message resonated with the students, as evidenced by the questions asked in the Q&A. Much thanks to Bill for sharing his experience with the Clemson family.

From Our Speaker

As the keynote speaker at Clemson’s Annual Ethics Day, I arrived with high expectations, knowing that Dr. McCoy had taken a chance by inviting someone with a different background than previous speakers. Feeling obligated to deliver a meaningful experience, I was uncertain about how well my message would resonate with the audience.

The true measure of the impact became evident during the follow-up Q&A session. The questions posed by the attendees showcased their attentiveness and the extent to which they had internalized the words spoken. I was moved by their depth and insightfulness, indicating that a genuine connection had been established between the audience and myself. Of special note was the one-on-one conversations I had with several students afterwards. I will forever cherish our interactions.

The experience at Clemson left a lasting impact. I am grateful to Dr. McCoy for his decision to invite me as the keynote speaker, and for the opportunity to have delivered a meaningful experience for the Clemson community.

- bill carlson



High School Ethics Case Competition

On March 10, 2023, the Rutland Institute for Ethics hosted Clemson's 5th Annual High School Ethics Case Competition both virtually and in-person. The two competitions were conducted simultaneously; our in-person competition was held at the Hendrix Student Center and the virtual competition held via Zoom. Volunteers from our CHANGE organization allowed us to run both competitions smoothly and efficiently. CHANGE also wrote this year's competition case based on a fictional dilemma concerning organ tourism.

Students joined us from Anderson, Oconee, Pickens, Greenville, and Spartanburg counties as well as from Florida, New York, Arizona, and Pennsylvania. We also had one student participate from outside of the United States! A total of 13 high schools participated in the competition including Westside High School, Seneca Classical Academy, T.L. Hanna High School, Seneca High School, Chapman High School, Maclay School, St. Mary's Catholic High School, Niskayuna High School, Emma Willard School, Albany Academy, Stuart Hall High School, Ruben S. Ayala High School, and Keystone Academy. Representing those schools were a total of 14 teams (28 students) and 4 additional students who observed the competition.

Judging the competition were a total of 10 judges, including Clemson faculty and community leaders. We would like to thank every student-competitor, advisor, volunteer, and judge for participating in the competition as well as Ashley Jacobs and the Admissions team for welcoming our students and providing information about what it's like to be a Clemson Tiger. We would also like to give a special thank you to our guest speaker, Dr. Eric Touya, who connected with our students during the keynote address. We look forward to continuing to grow this time-honored tradition.



our winners

In-Person Competition

1st - William Davies and Rylee Cowan
Westside High School

2nd - Autumn Burkett and Caroline Barnnette
Westside High School

3rd - Alice Story and Ellison Berry
Seneca High School

Virtual Competition

1st - Yani Xia and Dora Wen
Niskayuna High School and Emma Willard School

2nd - DeeDee Herrington and Emma Sullivan
St. Mary's High School

3rd - Kevin Lee and Kevin Nief
Albany Academy and Stuart Hall High School

TIDE Conference



Dr. O'Toole & Dr. Cavazos
Understanding Bias in Human and
Computer Based Face Recognition



Dr. Schrag
Research Integrity and
Quest for Therapies for
Alzheimers disease



Dr. Okello
On the Importance
of Values



Dr. Heavner & Dr. Kincer
Rurality as a Global Health Concern



Dr. Williams
African American Religion,
Literacy, and Quest for
Moral Agency



Mr. Erwin & Dr. Hood
Ethics, Diversity, and Finding
Success in Today's Global
Workplace



The Mitchell's & Mr. Nelson
BBQ Pitmasters & Cooking with
Integrity



Who knew that engaging in a friendly conversation on the back porch of one of our board members would lead to the creation of the largest program held by the Rutland Institute for Ethics?

The Tigers for Inclusion, Diversity, and Ethics (TIDE) Conference was created in response to the social and civil unrest of 2020. It is a program tasked with creating dialogue around the intersectionality of diversity and ethics. Monies successfully raised for the 20th anniversary of the Institute (\$100,000+) were placed into a foundation account with the express purpose of funding the TIDE Conference into perpetuity.

Since the inception of the TIDE conference, each academic college is provided money for a speaker of their choice to address a theme developed by the FACE committee. The conference continues to grow every year both virtually and in-person!

This year our speakers covered topics as unique as each of our colleges, with perspectives about how ethics and diversity intersect in their field. We learned about biases that exist in both human and computer recognition models, research integrity as related to Alzheimers disease, and why values are the basis of a strong ethical foundation. Moreover we discussed ethical issues related to LGBTQIA+ and rural healthcare, why diverse hiring practices are critical to business success, and how African American religious spirituals trace a quest for moral agency. Our week was capped off with a special treat: a discussion about ethical practice in the BBQ industry. Thank you to our incredible speakers!



Rutland Scholars

Rutland Awards

This year we continued to celebrate Clemson students' commitment to ethics through our award opportunities. Each year, the Cherry Braswell Rutland Memorial Award is designed to recognize a student at Clemson University who has demonstrated ethical fortitude in the face of a true ethical dilemma. Additionally, three J.T. Barton, Jr. Memorial Ethics Awards are given to a singular student or student group on Clemson University's campus who use the award to promote ethical decision-making and leadership. This year, the high caliber of applications led to the distribution of two additional Cherry Braswell Rutland Memorial honorary awards and three additional J.T. Barton, Jr. Memorial Ethics honorary awards.

Cherry Braswell Rutland Memorial Awards



Mary Callie Turner

This year's recipient is Mary Callie Turner, a second year student from Roebuck, South Carolina pursuing her Bachelor's degree in Nursing. Turner believes ethical leadership is essential in forming and maintaining one's moral compass. She recalled the numerous ethical challenges she faced as a first-year student that enabled her to more compassionately encounter others. After graduation, Turner aspires to be a labor and delivery nurse and become a Women's Health Nurse Practitioner. She anticipates that ethics will intersect nearly every decision she will make in her field, especially as an advocate for patient care. Congratulations Mary Callie!

Honorary Awards: Walter Brian Kirby and Sutton Jess Walters.

J.T. Barton, Jr. Memorial Ethics Awards

This year's recipients proposed programming that engaged ethical thinking across campus. Our top prize went to Tyler Simmons with the CHANGE student organization who conducted a panel with the CONNECTIONS program for first year minority students to address the ethical dilemmas faced by students of color on Clemson's campus. Second place was awarded to Brother 2 Brother who hosted a ball for Black Clemson faculty and professionals as a networking and community-building opportunity in order to connect Black students with career development advice and mentorship. Third place went to For the Love of Community, an organization that created a five part interactive forum regarding the ethics of social behavior in popular culture. Thank you for your hard work and commitment to ethics!

Honorary Awards: CHANGE, Tigers, Aurantiaco.



1st Place
Tyler Simmons



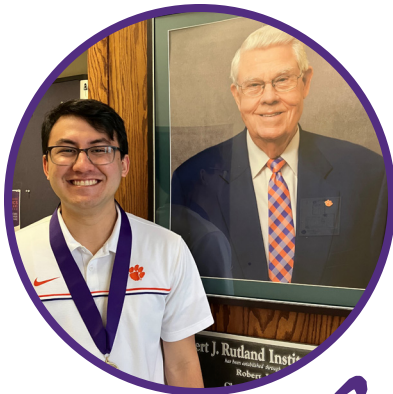
3rd Place
For the Love of Community



2nd Place
Brother 2 Brother

Ethics Scholars Program

This year we have continued to grow our Distinguished Ethics Scholars and Ethics Scholars Program. The Distinguished Ethics Scholars Program recognizes Clemson University students, both undergraduate and graduate, engaged in co-curricular education focused on ethics, ethical leadership, and ethical decision-making. This program requires a mix of coursework, program attendance, program participation, and ethical leadership to receive our top honor. This year, 69 students were enrolled in these programs, an increase of 32% from the 2021-2022 academic year. Our semi-annual Ethics Scholars Workshop continues to guide Tigers to ethical success, and we added several new ethics courses to our list of approved classes including BUS-3010, Business Ethics to be taught for the first time in Spring of 2024.



our Graduates

Jordan Bays

Donna Buss

Zion Kaauwai

Lane Mayfield

Hely Patel

Gilbert Werntz

Pramod Yadav

congrats All!

LEAD Summer Scholars

This summer we welcomed 22 high school students to campus as a part of our Summer Scholars Leading with Ethics and Determination (LEAD) program co-sponsored with the Rotary Club's Rotary Youth Leadership Academy (RYLA). These students joined us on campus for a week of education and ethical discussion. Participants engaged in hands-on, immersive instruction in ethics taught by Clemson community leaders, including the mayor of Greenville, SC. During the day, students engaged in a number of activities such as reflecting on personal values, crafting leadership statements, and considering how ethical decision-making will impact their careers. The afternoons were spent exploring campus, attending campus tours, and meeting representatives from the Clemson Admissions team. Students also enjoyed all the amenities Clemson has to offer such as a show at the planetarium, games on Bowman field, and a week-end celebration. By the end of the week, students put together everything they learned and competed in an ethics case competition showcasing their critical-thinking skills. We look forward to hosting and expanding this program again next year!



Work and Play

Pontoon Boat Ride

Dr. William McCoy, Kelly Durham, and Dave Diamond led students in a reflection of values on Lake Hartwell.

Field Trip to Greenville, SC

Mayor Knox White spoke to our LEAD scholars about making ethical decisions in the community.

Business Luncheon

Michael Brewington, Dave Brenner, Carol Burdette, and Dave Diamond discussed the importance of making good career and business decisions.

Ethics Case Competition

Students analyzed and addressed real ethical dilemmas and presented solutions to ethical challenges.



New For Rutland

A Time of Transition

A fond farewell...

Rachel Dial, the second assistant director of the Rutland Institute for Ethics, accepted a position with the Office of Governmental Ethics in Washington, D.C. Her last day was December 31, 2022. To say her influence on the Institute was vast is an understatement. Her willingness to learn new things to better execute her duties was only paralleled by her consummate attention to detail. Rachel was greatly involved in the development of most if not all of our marketing materials, and she consistently utilized the skills she learned in her MBA degree studies to expand the Institute's perspective on ethics education. When challenged to come up with a bold new design for our annual reports, she exceeded all expectations and was constantly looking for ways to make the Institute better. Her previous background as a public-school teacher afforded her an ease in public speaking which, in great part, helped buoy the Institute's reputation around campus. Rachel's experience at Clemson, albeit relatively short, can be summed up by her own words prior to leaving, "I would not have been ready for the opportunity that presented itself without working for the Rutland Institute for Ethics. In essence, Rutland prepared me for this next level of leadership." We wish Rachel only the best in her new professional endeavor!



Rachel Dial
Ethics Specialist
U.S. Office of
Governmental Ethics

... and a warm welcome!



Emily Elizabeth Castelloe
Assistant Director
Rutland Institute for Ethics

This year we have also welcomed a new Assistant Director, Emily Elizabeth Castelloe. Emily Elizabeth is a graduate of Clemson University with a B.S. in Microbiology, concentration in Biomedicine. Upon graduating from Clemson, she worked at Pfizer, Inc. as a Quality Engineer tending to their vaccine manufacturing operations. It was in that role she discovered the single, most critical factor that determined the success or failure of a process was whether or not people felt empowered to make good decisions in pivotal moments. Inspired by this discovery, Emily Elizabeth went on to pursue her Master of Divinity (MDiv) at Emory University where she studied the role of human motivation as a driver of institutional success. Emily Elizabeth is excited about the opportunity to connect with members of the Clemson community in order to empower Tigers to improve their ethical decision-making skills as a part of the Rutland Institute for Ethics.

Our Focus 2023-2024

Excel in Experiential Learning

Increase CHANGE programming that offers hands-on learning experiences including field trips and service learning.

Expand curriculum for leadership development by growing the Distinguished Ethics Scholars Program for undergraduate and graduate students.

Grow the CHANGE student organization to include a minimum of two representatives from each academic college to exercise programs at the college level.

Promote the Clemson Experience

Promote Clemson values as they pertain to ethical lifestyles and good decision-making by increasing the number of attendees at RIE sponsored programs.

Increase engagement in co-curricular activities by increasing the number of Distinguished Ethics Scholars enrolled in the program.

Leverage Innovative Partnerships

Invest in strategic partnerships by strengthening the Rotary International/Rutland Institute for Ethics collaboration through Summer Scholar LEAD program participant growth.



Rutland Finances

2022-2023 Budget

Income

	<u>FY 23 Budget</u>	<u>FY 23 Actual</u>	<u>FY 24 Budget</u>
University Budget	\$ 310,000.00	\$ 318,687.09	\$ 314,113.00
Annual Ethics Day Sponsorship	\$ -	\$ -	\$ -
Eller Competition Co-sponsorship	\$ 1,500.00	\$ -	\$ -
TIDE Conference Sponsorships	\$ -	\$ 750.00	\$ -
Advisory Board Donations	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00
Case Competition Fees	\$ 420.00	\$ 560.00	\$ 500.00
Total	\$ 323,920.00	\$ 331,997.09	\$ 326,613.00

Expenses

	<u>FY 23 Budget</u>	<u>FY 23 Actual</u>	<u>FY 24 Budget</u>
Program			
Speaker Stipends and Travel	\$ 17,100.00	\$ 15,257.34	\$ 18,600.00
Event Venues	\$ 2,500.00	\$ 1,587.50	\$ 1,000.00
Gifts	\$ 50.00	\$ 3,876.97	\$ -
Photography Services	\$ 1,150.00	\$ 1,065.00	\$ 900.00
Food	\$ 500.00	\$ 4,312.31	\$ 400.00
Marketing	\$ 1,000.00	\$ -	\$ 1,000.00
Registration Fees	\$ -	\$ 1,200.00	\$ 200.00
Event Supplies	\$ 2,900.00	\$ -	\$ 4,000.00
Event Decoration	\$ 200.00	\$ -	\$ -
Event Sponsorships	\$ -	\$ 5,000.00	\$ -
Other Program Services	\$ -	\$ 2,427.47	\$ -
CHANGE	\$ -	\$ -	\$ 2,000.00
Total	\$ 25,400.00	\$ 34,726.59	\$ 28,100.00



Expenses

	<u>FY 23 Budget</u>	<u>FY 23 Actual</u>	<u>FY 24 Budget</u>
General			
Salaries	\$ 277,000.00	\$ 262,224.54	\$ 256,426.00
Staff Travel	\$ 7,500.00	\$ 7,526.41	\$ 7,500.00
Board Meetings	\$ 750.00	\$ -	\$ 750.00
Phone	\$ 1,000.00	\$ 15.00	\$ 1,000.00
Printers	\$ 750.00	\$ 2,039.25	\$ 750.00
Printing	\$ 1,500.00	\$ 6,454.22	\$ 2,000.00
Supplies	\$ 150.00	\$ 958.70	\$ 150.00
Facilities	\$ 100.00	\$ 299.85	\$ 100.00
Memberships	\$ 450.00	\$ 350.00	\$ 450.00
Student Awards	\$ 4,000.00	\$ 3,750.00	\$ 4,000.00
Postage	\$ 50.00	\$ 838.07	\$ 50.00
Business cards	\$ 50.00	\$ -	\$ 50.00
Staff Retreat	\$ 200.00	\$ -	\$ 200.00
Business Meals	\$ 500.00	\$ 2,392.70	\$ 500.00
Marketing	\$ 1,000.00	\$ 10,202.42	\$ 1,500.00
Misc.	\$ 1,000.00	\$ 481.17	\$ 1,567.00
BUS 1010	\$ 500.00	\$ -	\$ -
Credit Card Fees	\$ 20.00	\$ -	\$ 20.00
Total	\$ 296,520.00	\$ 297,532.33	\$ 277,013.00
Faculty Fellow			
Annual Stipend	\$ 2,000.00	\$ -	\$ 6,000.00
Annual Travel and Lodging	\$ -	\$ -	\$ 3,000.00
Total	\$ 2,000.00	\$ -	\$ 9,000.00
Total	\$ 323,920.00	\$ 332,258.92	\$ 314,113.00



ALL IN *tegrity*

RUTLAND INSTITUTE FOR ETHICS

403 Calhoun Drive
242 Hardin Hall
Clemson, SC 29634
clemson.edu/ethics