

Guiding Tigers to Ethical Success



2021-2022
Annual Report

The Robert J. Rutland Institute for Ethics

As a land grant university, Clemson's primary purpose is educating undergraduate and graduate students to think deeply about and engage in the social, scientific, economic and professional challenges of our times and thereby contribute to the resources of the state of South Carolina and the world. As our mission statement proclaims, the University is committed to the personal growth of the individual and promotes an environment of good decision-making, healthy and ethical lifestyles, and tolerance and respect for others.

MISSION

"The purpose (and mission) of the 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." --Robert J. Rutland

VISION

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

GOALS

- 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.
- Develop and provide programmatic opportunities in the area of ethics education for university members.
- Develop and display examples of ethical leadership through the involvement of students, faculty, staff, alumni, and corporate leaders in on-campus and community programs.
- Adopt and disseminate at least one decision-making tool for students to utilize in the face of an ethical dilemma.
- Enhance university goals through the use of ethics education in the curriculum.



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In Review

20TH ANNIVERSARY CAMPAIGN

To celebrate our 20th anniversary, we launched our 20th Anniversary Campaign in the spring of 2021. We set a goal of raising \$100,000 for the TIDE Conference and exceeded that goal by June of 2022.

ANNUAL ETHICS DAY

This year's Annual Ethics Day was co-sponsored by the College of Education and the speaker, Dr. Kevin Kumashiro, was selected by their faculty. Dr. Kumashiro presented virtually with an option to view and participate in the presentation in-person. Over 130 students, faculty, and community members attended the event.

BUS 1010

We continue to work with the Wilbur O. and Ann Powers College of Business to bring in ethics speakers for their BUS 1010 courses in the Fall, Spring, and Summer semesters. This year, over 1500 students attended the presentations. Classes were spread out over 49 sessions throughout the year with 14 different alumni and business speakers presenting.

STUDENT AWARDS

The institute received a record number of applications for their two student awards this year. Because of the number of high quality applications, two additional Cherry Braswell Rutland Memorial Awards were given out, for a total of three, and three additional J.T. Barton, Jr. Memorial Ethics Awards were given out, for a total of six.

TIDE CONFERENCE

A record number of attendees joined us for this year's TIDE Conference. Over 600 people attended 8 sessions presented over 4 days this spring. Every college session increased the number of attendees over last year's conference.

SOCIAL MEDIA

Social media continues to be one of our most important ways of communicating with students and marketing our events. After beginning our Instagram page in the spring of 2021, we continued to grow followers on that platform 124% over the year. Facebook and Twitter followers also increased, 11% and 4% respectively.

BY THE NUMBERS





20th ANNIVERSARY CAMPAIGN

FOUNDED ON SEPTEMBER 21, 2001, THE ROBERT J. RUTLAND INSTITUTE FOR ETHICS CELEBRATED ITS 20TH ANNIVERSARY IN 2021. TO HELP US CELEBRATE AND SHOW OFF THE AMAZING THINGS THE INSTITUTE IS DOING ON CAMPUS, WE EMBARKED ON A 20TH ANNIVERSARY CAMPAIGN.

In the spring of 2021 through the summer of 2022, we set a goal of raising \$100,000 to fund the Tigers for Inclusion, Diversity, & Ethics (TIDE) Conference into perpetuity and help fund the Cherry Braswell Rutland Memorial Award. We are extremely proud to announce that we were successful in meeting and exceeding our goal! This campaign would not have been a success without the generous support of our Advisory Board and the tremendous help of Clemson's Cadency student-led brand agency and Clemson's Office of Annual Giving. Thank you to all who supported the Institute's 20th Anniversary!

THANK YOU TO ALL OF OUR *Sponsors & Campus Partners*

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RUTLAND COMMUNITY

THE RUTLAND INSTITUTE MAY LOOK SMALL IF YOU STOP BY OUR OFFICES,
BUT WE ARE LUCKY TO BE SURROUNDED BY THE MOST AMAZING
COMMUNIVERSITY HELPING US DO BIG THINGS.

FROM THE DIRECTOR

What can you say to another successful year? Onward and upward!

I am more than pleased that the Rutland Institute for Ethics is not only doing well but thriving at Clemson University. We are strengthening existing programs by deepening our partnerships with Clemson's academic colleges, while we simultaneously expand our ethics education footprint across the region. Even now, we are working with several regions of the Rotary Club International organization to design a summer camp for exemplary Rotary Youth Leadership Academy (RYLA) participants to learn more about ethical leadership and ethical decision-making. This is such an exciting time!

The Rutland Advisory Board has been silently and tremendously instrumental in helping the Institute reach its 20th Anniversary goal of raising \$100,000 for the Tigers for Inclusion, Diversity, and Ethics (TIDE) Conference. I am happy to report that our goal has been met! We are also adding new faces to the board and welcome new members Dave Diamond and HJ Hayes Jr. Several years ago, the board decided to establish term limits, so it pains me to see three of our very best members roll off the board: chairwoman Caroline Stewart, Dr. John Knapp, and Sam Erwin. We truly wish them the best and though they may be out of sight, they will never be completely out of mind and/or service.

The Faculty Advocating for the Commitment to Ethics (FACE) committee has been diligently working on improving the quality and attendance of the TIDE Conference and has developed a training video designed to help other faculty members integrate the STAR Decision-Making Model into their curriculum regardless of their academic discipline. Consequently, we have begun holding in-person faculty training sessions once a semester for those interested in learning more about curriculum integration of the STAR Model.

Our student group, Creating Habits and Norms Guiding Ethical Decisions (CHANGE) continues to do a fantastic job of programming at the college-level with creativity and dedication. Led by our graduate assistant, CHANGE is one of the most active student-led groups on the Clemson campus! We continue to depend on them to be the "face" of ethics from a student-to-student perspective and we are very proud of them!

I am most proud of our staff. Together with Assistant Director Rachel Dial, Graduate Assistant Lane Mayfield, and Intern Kate Billingsley, we were able to increase the Institute's sphere of influence. One of the biggest points of greater impact lies in our social media outreach, where our connections are ever-increasing. The cohesive nature of our staff is incredible! We wish Kate the best as she moves on to bigger and better things after graduation.

Finally, we bid a fond farewell to Dr. John Griffin, the Senior Associate Provost for Clemson. John was responsible for hiring me and has left Clemson to take a position at Rutgers University. The Rutland Institute for Ethics would not be embedded into the fabric of Clemson University without the incredible support and guidance of Dr. Griffin! We miss him but remain happy for him as he progresses professionally! At this point, we report to Provost Robert Jones, another man extremely dedicated to the success of the Institute. The 2022/23 academic year promises to be a year of important influence for the Institute as we further align ourselves with the goals of the university. The support of the Clemson Family is nothing short of fantastic, and we look forward to continued programmatic growth and influence!

Go Tigers!

Staff



Dr. William McCoy
Director



Rachel Dial
Assistant Director



Lane Mayfield
Graduate Assistant



Kate Billingsley
Undergrad Intern



Joan Dubinsky
Faculty Fellow



Becky Meggesin
Consultant

FROM THE BOARD CHAIR



Ethical dilemmas, ethical decisions, ethical behavior. Where do we learn how to handle ethical dilemmas or learn the process for making ethical decisions or meet the role models to teach us ethical behavior? I don't have the answer. However, I do know that the Rutland Institute is working hard to meet our goal of providing the tools and support necessary for each college to expand ethics education and ethical leadership at Clemson University.

This year, I participated in two events provided by the Rutland Institute to promote ethics and ethical leadership. These were both "hands-on" events interacting with students and professors.

Each year, the Business 1010 class has guest speakers to talk about an ethical dilemma and how to use the STAR Model to arrive at an ethical resolution. It's truly difficult to stand before a class and talk about an ethical decision you made

and how your decision might have been different if you had learned a structured method, like the STAR Model, for making your decisions. Gut reaction is not an ethical decision process! While I'm sure the students make many ethical decisions daily, to expose them to ethical decisions they might have in their professional career is valuable to their Business education.

This year I also participated as a judge with the High School Ethics Case Competition and asked my sister to join me. We were raised by the same parents and were exposed to ethics from a very young age. So we think alike, right? Wrong. It was interesting to see how each team presented a solution to the ethical dilemma and how differently my sister and I thought about those solutions. (Yes, we are still friends too.) Ethical decisions aren't always easy.

Participation in programs offered by the Rutland Institute reinforces the need to continue to grow in our ethical education and ethical behavior. We enhance our ability to step aside from societal influence and make our own ethical decisions. Thank you to the Rutland Institute for the challenging and informative programs it presents to further ethics education and ethical leadership. The success of this program is built on collaboration of staff, faculty, students and the Advisory Board.

-Caroline Stewart
Rutland Institute Advisory Board Chair



2021-2022 ADVISORY BOARD



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FACULTY ADVOCATING FOR THE COMMITMENT TO ETHICS (FACE) COMMITTEE

The Rutland Institute for Ethics is fortunate to have one of the best faculty committees on the Clemson campus. Each academic college is represented on the committee, with participants dedicated to helping faculty integrate ethics education in all curricula. This happens in a variety of ways, sometimes through programs and initiatives and sometimes through trainings. This group of faculty members acts as the liaisons between the Institute and their colleges.

During the past academic year, FACE concentrated on strengthening the TIDE Conference and developing a useful training methodology for all faculty members on Clemson's campus to further integrate the STAR Decision-Making Model into their curriculum. These trainings are designed to be both in-person and virtual, allowing faculty to have a choice in how to engage and learn more about the STAR Model.

We welcome several new members to the FACE Committee:

- Julian Nixon – College of Agriculture, Forestry and Life Sciences
- Dr. Satomi Saito - College of Architecture, Arts and Humanities
- Dr. Shanita Anderson – College of Education
- Dr. Kirsten Dennen Abel – College of Education
- Dr. Scott Brame – College of Engineering, Computing and Applied Sciences
- Dr. Amir Poursaee – College of Engineering, Computing and Applied Sciences

Also, due to term limits and other circumstances, we must bid farewell to several of our colleagues, including:

- Dr. Kirby Player – College of Agriculture, Forestry and Life Sciences
- Dr. Jill Shelnut – College of Education
- Dr. John Desjardins – College of Engineering, Computing and Applied Sciences
- Dr. Nicole Martinez – College of Engineering, Computing and Applied Sciences

We wish all of our parting members the best and appreciate their willingness to continue the promotion of the Rutland Institute for Ethics and its programs! We also want to specifically thank the deans of each college for their continued support and encouragement of their faculty to stay involved with the Institute.



John DesJardins
College of Engineering,
Computing, & Applied
Sciences



Tracy Fasolino
College of Behavioral,
Social, & Health Sciences



Nicole Martinez
College of Engineering,
Computing, & Applied
Sciences



Meredith Morris
College of Science



Hope Parnell
Wilbur O. & Ann Powers
College of Business



Kirby Player
College of Agriculture,
Forestry, & Life Sciences



Satomi Saito
College of Architecture,
Arts & Humanities



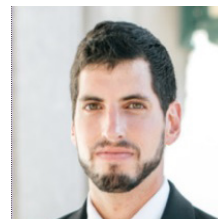
Jill Shelnut
College of Education



Matthew Turnbull
College of Science



Reed Watson
Wilbur O. and Ann Powers
College of Business



Lior Rennert
College of Behavioral,
Social, & Health Sciences

CREATING HABITS AND NORMS GUIDING ETHICAL DECISIONS (CHANGE) STUDENT GROUP

Clemson's student ethics committee and the student voice of the Rutland Institute for Ethics, CHANGE is a prestigious student organization consisting of both undergraduate and graduate students from a variety of backgrounds and majors.

CHANGE continues to hold representation from all seven colleges at Clemson University. During the 2021-2022 school year, CHANGE gained five new members across three colleges. In January of 2022, CHANGE rewrote its constitution to reflect a change in leadership roles. The Graduate Assistant for the Rutland Institute now serves as the student advisor for CHANGE. The President role is now filled by an undergraduate member of CHANGE. Leadership roles include Graduate Assistant, President, Vice President, Assistant Vice President of Historical Context, Chief Financial Officer, Chief Administrative Officer, Chief Marketing Officer, and Chief Alumni Relations Officer.

Throughout the school year, CHANGE focused on expanding its presence on Clemson's campus and began to host events in person again. This year, CHANGE was able to hold meetings in person, host tabling events twice a month, and host in-person events for the first time since 2020. CHANGE also wrote the ethical dilemma for the 2022 High School Ethics Case Competition, volunteered during the High School Ethics Case Competition, wrote the first and second issues of the fourth volume of the Ethics Editorial Newsletter, and conducted programming that focused on ethics and ethical decision-making. CHANGE held six events this year for the Clemson student population.



2021-2022 Events

Temple Grandin Movie and Discussion- Viewing of the Temple Grandin Movie with a focused discussion on the ethics of animal welfare practices.

Bounce House- Discussion of what ethics means to students on campus with a fun bounce house.

Critical Race Theory Talk- Dr. Kaifa Roland, Director of the Pan African Studies Program at Clemson, joined us for her talk "What are the Ethics of Critical Race Theory (CRT)."

Diversity in Business Leadership: An Open Dialogue- Partnered round table discussion with the Management Student Advisory Board to discuss Diversity, Equity, and Inclusion in business.

Desserts and Dilemmas- University-Wide Event to discuss ethical dilemmas that Clemson students have faced while also introducing them to the STAR model.

Online Scavenger Hunt- An interactive scavenger hunt to introduce students to the Rutland Institute and the CHANGE student organization.



STUDENT AWARDS

WE CONTINUE TO CELEBRATE CLEMSON STUDENTS AND THEIR COMMITMENT TO ETHICS. THIS YEAR, WE RECEIVED SOME OF THE HIGHEST LEVEL APPLICATIONS FOR OUR STUDENT AWARDS EVER. THIS LED TO US GIVING OUT TWO ADDITIONAL CHERRY BRASWELL RUTLAND MEMORIAL AWARDS AND THREE ADDITIONAL J.T. BARTON, JR. MEMORIAL ETHICS AWARDS.

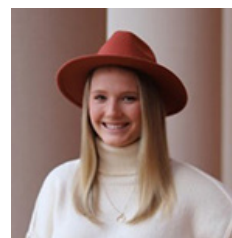
CHERRY BRASWELL RUTLAND MEMORIAL AWARD



Raleigh Adams



Haley Blazer



Bryanna Thobe

In 2018, through the Robert J. Rutland Institute for Ethics at Clemson University, an award opportunity was established to provide financial assistance for students who exhibit ethical leadership through excellent decision-making skills. Named after Mrs. Cherry Braswell Rutland, the late wife of Mr. Rutland, the award is designed to recognize a student at Clemson University who has demonstrated ethical fortitude in the face of a true ethical dilemma.

This year the Cherry Braswell Rutland Memorial Award was given to Raleigh Adams. Raleigh is a Clemson second year student majoring in Political Science and Philosophy with an emphasis in Law, Liberty, and Justice. Raleigh grew up in Easley, South Carolina where the importance of ethical leadership was emphasized and shown in practice to her from a young age by her parents and grandparents in their service as small business owners and leaders to the upstate community. After Clemson, Raleigh is impassioned to provide law services to those members of the community that need it the most, to act as an ethical third party and be of service to make the lives of those around her better.

Additionally, we saw so many amazing applications this year that the committee decided to award two smaller prizes. Haley Blazer and Bryanna Thobe received these two honorable mention awards. Haley is a senior in the Language and International Health BS program and Haley is a junior majoring in Packaging Science with a minor in Business Administration.

J.T. BARTON, JR. MEMORIAL ETHICS AWARD

In 2001, Stephan Barton established an ethics award in honor of his late father, J.T. Barton Jr. Mr. Barton was a proud alumnus of Clemson University (Class of 1950), and passed the spirit of excellence down to his son – Stephan – who is also a proud Clemson University graduate (1972). Three awards are given to a singular student and/or student groups on the Clemson University campus who programmatically use the award to advance good ethical decision-making skills and ethical leadership.

This year's first place award was given to Eta Sigma Gamma, a national health education honorary society. ESG hosted a session on medical ethics and ended with an intense game of Ethical Jeopardy. Second place was awarded to the Biosystems Engineering Club for their panel on fast fashions and ethics. Third place went to CU-REACH to help with costs for career workshops in STEM and minorities. This year we also gave out three additional honorable mention awards to The Aurantico, CHANGE, and an individual award to Erica Wearing. Congratulations to all of this year's award recipients!





PROGRAMS

AT THE HEART OF THE RUTLAND INSTITUTE FOR ETHICS IS OUR PROGRAMMING FOR STUDENTS. ENGAGING CLEMSON STUDENTS IN ETHICAL DISCUSSION AND DECISION-MAKING IS THE MISSION OF OUR INSTITUTE AND WE ACCOMPLISH THIS THROUGH A VARIETY OF ANNUAL PROGRAMS.

ANNUAL ETHICS DAY

Every year during the second week of October the Rutland Institute for Ethics hosts Annual Ethics Day. We've had some phenomenal speakers in the past, including:

- Joan Dubinsky (2018) – former director of the Office of Ethics for the United Nations
- Valerie Daniels Carter (2019) – largest female restaurateur in the United States
- Jerome Adams (2020) – former Surgeon General of the United States

You can see with a history of such impressive speakers how important it would be to find someone of top caliber for 2021, and Dr. Kevin Kumashiro did not disappoint! His engaging presentation entitled: Why Should I Care? Addressing Ethical Dilemmas and Controversial Issues in and Through Education, was very thought-provoking and challenged participants to be the change they wished to see and not to be overwhelmed by societal circumstances. Dr. Kumashiro, a well-renown master educator, engaged attendees with real-life stories, and helped to frame ethical dilemmas in an understandable way.

In addition to the evening session, Dr. Kumashiro joined faculty and staff from the College of Education Dean's Leadership Institute for an afternoon session. Many thanks to the College of Education for promoting and supporting this speaker!



Sponsored By:



College of

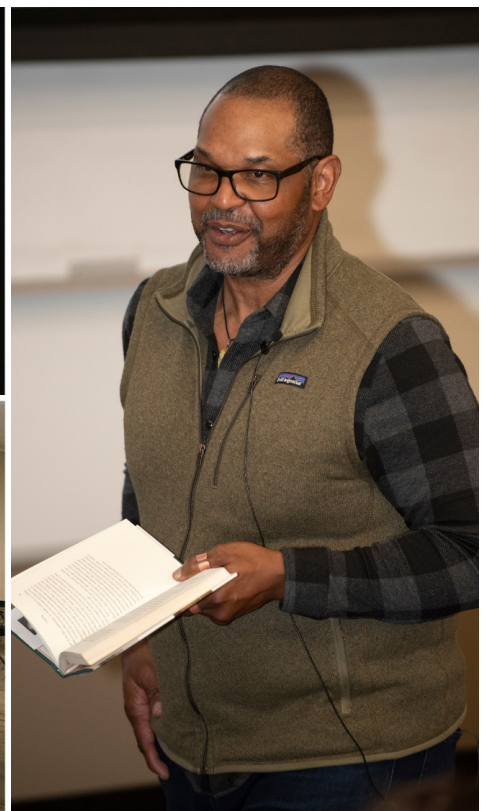
EDUCATION

TIGERS FOR INCLUSION, DIVERSITY & ETHICS (TIDE) CONFERENCE

The TIDE Conference, held in March 2022, was a smashing success!

Each academic college hosted a phenomenal speaker to discuss the intersectionality of diversity, inclusion, and ethics as it pertains to their discipline. Utilizing feedback from the previous year, we allotted individual days and times for each presentation, thereby allowing everyone on campus the opportunity to engage with as many presentations as desired. The presenters were excellent, and the attendance for each of the colleges increased, making the TIDE Conference the largest attended Rutland Institute for Ethics event of the year! With an approximate 70% increase over last year's attendance (2021 = 302 college-level attendees / 2022 = 513 college-level attendees), we are thankful for the partnership of our academic colleges and look forward to an even better event next year.

Special thanks to the FACE faculty members for their sacrifice of time on this project. This program would not have been successful without their support and efforts!



ETHICAL STUDENT LEADERSHIP CONFERENCE



After going virtual last year, it was great to have the 3rd Annual Ethical Student Leadership Conference back on campus. Clemson once again hosted and 22 students attended from Clemson University, The Citadel, and Coastal Carolina University. The two-day conference began the afternoon of Friday, February 18th through Saturday, February 19th.

Sessions included Building Leadership, Leading with Ethics, and Ethical Leadership in Practice. Students also got to enjoy some downtime during dinner and bowling night at Clemson's Underground Recreation Center. The Ethical Leadership in Practice panel was helmed by former Advisory Board Chair Kelly Durham and Board member Sam Erwin.

We are looking forward to moving the conference off campus and giving Clemson students a chance to travel to The Citadel for the 2023 conference.

HIGH SCHOOL ETHICS CASE COMPETITION



On March 4, 2022, the Rutland Institute for Ethics hosted Clemson's 2022 High School Ethics Case Competition. This year, the Rutland Institute held two competitions simultaneously. One competition was held in person on Clemson's main campus, and the second competition was held virtually via Zoom. This competition included teams of two high school students presenting their response to an ethical dilemma in front of a panel of judges. The case for the 2022 Competition, based on a fictional dilemma, was written by CHANGE.

This year's teams came not just from high schools in Anderson, Oconee, Pickens, Greenville, and Spartanburg counties but also high schools in Florida, New York, Indiana, Arizona, and Virginia. Recruitment included efforts to reconnect with schools that previously participated in the competition while also focusing on our connections in the counties surrounding Clemson. A total of 10 high schools participated in the competition, including Augusta Christian Schools, Westside High School, Seneca High School, Maclay School, Thomas Jefferson High School for Science and Technology, Albany Academy, Brown School, Culver Academies, Shaker High School, Bethlehem Central High School, and Brophy College Preparatory. Representing those ten schools were a total of 13 teams (26 students). Judging the competition were a total of 13 judges, including Advisory Board members and Clemson faculty. The goal for next year's competition is to continue to host the competition in a hybrid format and to expand our connections with schools across the Upstate and the country.

We would like to thank every student-competitor, advisor, volunteer, and judge for participating in the competition.

We would also like to give a special thank you to Rutland Advisory Board Member Anderson Garcia for providing a personable and motivational keynote address.

Winners

In-person Competition

- 1st place- Collin Roberts & Nirmay Bhanderi- The Maclay School
- 2nd place- Caroline Barnette & Autumn Burkett- Westside High School
- 3rd place- Rylie Cowan & William Davies- Westside High School

Virtual Competition

- 1st place- Yili Wen & Yuqi Zheng- Culver Academies
- 2nd place- Hasita Nalluri & Aditi Shukla- Thomas Jefferson High School for Science & Technology
- 3rd place- Jason Zhang & Danny Zheng- Shaker High School & Bethlehem Central High School

DISTINGUISHED ETHICS SCHOLARS PROGRAM

We continue to grow our Distinguished Ethics Scholars Program. There were 47 students enrolled in the program during the 2022-2023 academic year. We added several new ethics courses to our list of approved classes and are looking for more ways to make completing the program accessible to students, including growing the program for graduate students.

We also had four students graduate this year. Erica Wearing, Ansley Cordero, and Eric Coleman graduated in spring 2022 and Tomiko Small became our first graduate student to graduate with the Distinguished Ethics Scholar designation this summer.



Erica Wearing



Ansley Cordero



Eric Coleman



Tomiko Smalls

CAMPUS & COMMUNITY SPEAKING ENGAGEMENTS

Both the Director and Assistant Director of the Institute stay busy with speaking engagements both on campus and in the community.

Speaking engagements this year included:

- Clemson University's Bridge to Clemson Convocation
- Clemson's Office of Teaching Effectiveness and Innovation New Faculty Breakfast
- Fall and Spring BUS 1010 classroom presentations
- Hendrix Family Scholars
- Department of Biological Sciences
- Harlem High School (Loves Park, IL)
- Association for Practical and Professional Ethics Annual Conference
- Faculty STAR Model Training
- Thomas F. Chapman Leadership Scholars
- Fraternity & Sorority President's Meeting
- Principles of Public Relations classroom presentation
- Health Promotions Across the Lifespan classroom presentation
- Women in Leadership Conference





NEW FOR NEXT YEAR

THE INSTITUTE IS ALWAYS LOOKING TO GROW AND FIND NEW WAYS TO ENGAGE OUR STUDENTS, FACULTY AND COMMUNITY. WE HAVE CHOSEN THREE NEW EVENTS AND PROGRAMS TO FOCUS ON FOR NEXT YEAR.

FACULTY STAR MODEL TRAINING WORKSHOPS

Beginning academic year 2022/23, the Rutland Institute for Ethics will offer a bi-annual in-person faculty training designed to assist in STAR Decision-Making Model curriculum integration. In addition, we will have a “how-to” training video available for faculty members unable to physically attend which will feature several FACE members utilizing the model in their classrooms.

These training workshops were piloted in the spring of 2022 with several faculty coming to a lunch time session. The feedback we received will be instrumental as we move forward with planning the 2022-2023 workshops.

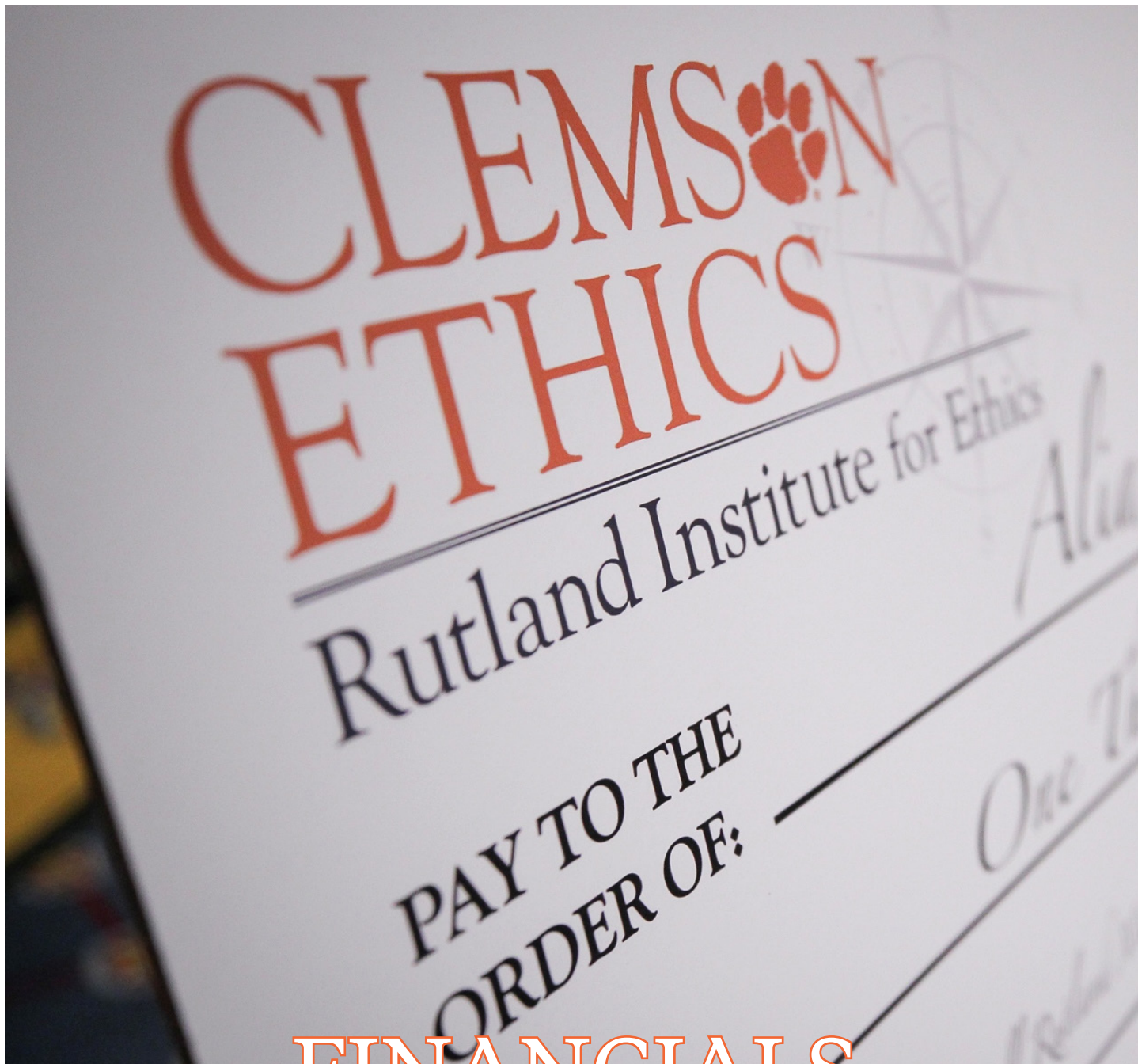
GRADUATE DISTINGUISHED ETHICS SCHOLARS PROGRAM

The 2022/23 academic year will also begin the opportunity for graduate students to partake in their own version of the Distinguished Ethics Scholars Program. This program, designed by and for graduate students, allows for attainment of graduation chords or medallions for those interested in engaging in extra-curricular ethics programming. This program will also mark an opportunity for both undergraduate and graduate students to fulfill classroom requirements in a day-long session on campus.

HIGH SCHOOL SUMMER PROGRAM

The Institute has been approached by Rotarians to create a week-long summer session on leadership and ethics for high achieving high school students. We will be working with Clemson’s Summer Scholars program to create a course that will be hosted on campus in the summer of 2023. The initial cohort of high school students will come from Rotary Youth Leadership Academy (RYLA) programs around the country. New Advisory Board Member Dave Diamond met with the Institute about a possible camp in the summer of 2021.





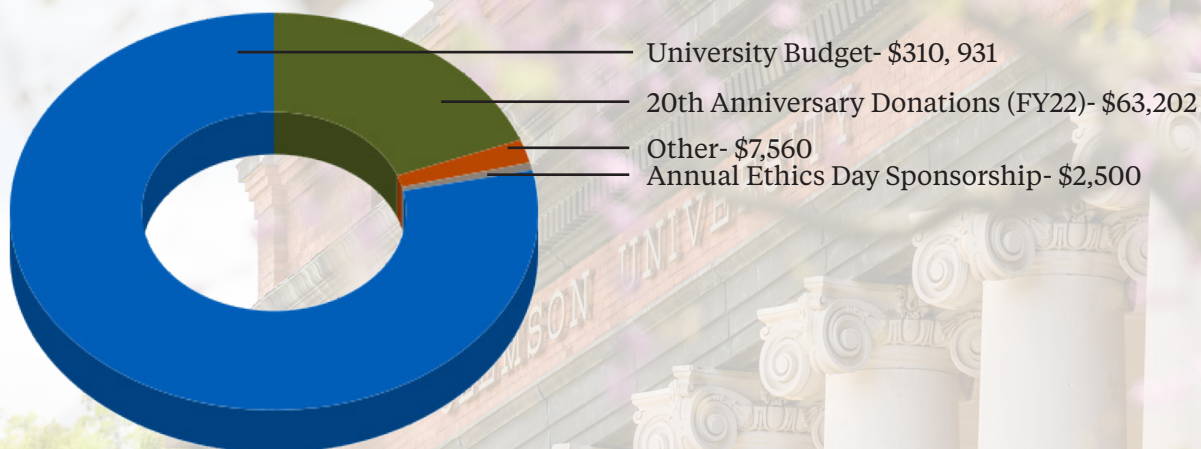
FINANCIALS

THE INSTITUTE IS FUNDED BY A VARIETY OF SOURCES INCLUDING BUDGETED MONEY FROM THE UNIVERSITY AND DONATIONS FROM SPONSORS & PARTNERS. AS WE CONTINUED THE RETURN FROM COVID, WE HELD SOME PROGRAMS VIRTUALLY, SUCH AS ANNUAL ETHICS DAY, RESULTING IN A SMALL EXCESS OF FUNDS WHICH WE WERE ABLE TO USE TO PREPAY OUR FACULTY FELLOW AND CONSULTANT FOR THE 2022-2023 YEAR AND GIVE OUT ADDITIONAL STUDENT AWARDS.

INCOME

\$384,193

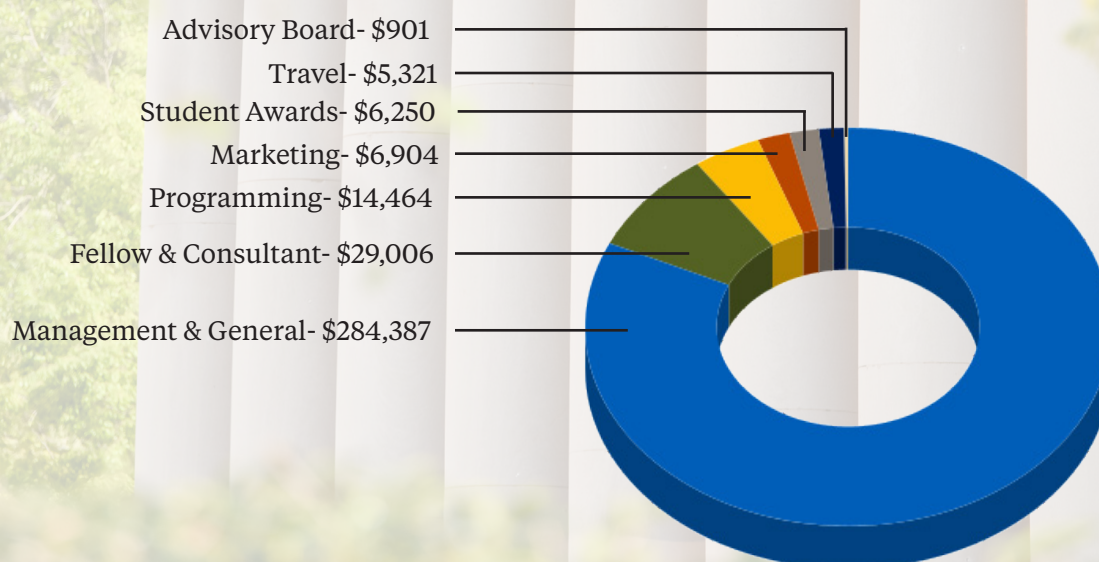
Total Income in 2021-2022



EXPENSES

\$347,233

Total Expenses in 2021-2022



2021-2022 BUDGET

Income

	<u>FY 22 Budget</u>	<u>FY 22 Actual</u>	<u>FY 23 Budget</u>
University Budget	\$ 307,000.00	\$ 310,931.16	\$ 310,000.00
Annual Ethics Day Sponsorship	\$ 3,000.00	\$ 2,500.00	\$ -
Eller Competition Co-sponsorship	\$ -	\$ -	\$ 1,500.00
Refund from Men of Color Summit	\$ -	\$ 7,000.00	\$ -
FY22 20th Anniversary Donations	\$ 12,000.00	\$ 63,202.02	\$ -
Advisory Board Donations	\$ -	\$ -	\$ 12,000.00
Case Competition Fees	\$ 50.00	\$ 560.00	\$ 420.00
Total	\$ 322,050.00	\$ 384,193.18	\$ 323,920.00

Expenses

	<u>FY 22 Budget</u>	<u>FY 22 Actual</u>	<u>FY 23 Budget</u>
Annual Ethics Day			
Speaker Stipend	\$ 5,000.00	\$ 5,000.00	\$ 1,000.00
Event Venue	\$ 1,000.00	\$ 300.00	\$ 500.00
Transportation (speaker)	\$ 1,000.00	\$ -	\$ 500.00
Hotel (speaker)	\$ 500.00	\$ -	\$ 500.00
Meals (speaker)	\$ 350.00	\$ -	\$ 350.00
Gift (speaker)	\$ 50.00	\$ -	\$ 50.00
Photographer	\$ 100.00	\$ 100.00	\$ 100.00
Videographer	\$ 300.00	\$ -	\$ 300.00
Food (lunch & reception)	\$ 1,500.00	\$ -	\$ 500.00
Marketing	\$ 750.00	\$ -	\$ 500.00
Décor	\$ 200.00	\$ -	\$ 200.00
Total	\$ 10,750.00	\$ 5,400.00	\$ 4,500.00
Tigers for Inclusion, Diversity, and Ethics Conference			
College Speaker Stipends	\$ 3,500.00	\$ 1,361.55	\$ 7,000.00
Keynote Speaker Stipend	\$ 2,000.00	\$ 3,000.00	\$ 2,000.00
Venue	\$ 1,500.00	\$ -	\$ 2,000.00
Food	\$ 1,500.00	\$ 933.75	\$ -
Photographer	\$ 500.00	\$ 500.00	\$ 750.00
Clemson Online	\$ -	\$ 150.00	\$ -
Marketing	\$ 500.00	\$ -	\$ 500.00
Total	\$ 9,500.00	\$ 5,945.30	\$ 12,250.00
Distinguished Ethics Scholars Program			
Events	\$ 300.00	\$ -	\$ 500.00
Cords	\$ 2,000.00	\$ 1,879.00	\$ -
Graduate Scholars Workshop	\$ -	\$ -	\$ 1,000.00
Total	\$ 2,300.00	\$ 1,879.00	\$ 1,500.00
STAR Model Video Competition			
Student Prizes	\$ 1,750.00	\$ -	\$ -
Faculty Prizes	\$ 500.00	\$ -	\$ -
Total	\$ 2,250.00	\$ -	\$ -

Ethical Student Leadership Conference			
Travel	\$ 1,750.00		\$ 1,750.00
Food		\$ 760.72	\$ -
Supplies		\$ 267.29	\$ -
Parking Passes		\$ 28.00	\$ -
Speaker Gifts		\$ 33.66	\$ -
Photographer		\$ 150.00	\$ -
Total	\$ 1,750.00	\$ 1,239.67	\$ 1,750.00
Faculty Trainings			
Supplies	\$ -	\$ -	\$ 1,400.00
Total	\$ -	\$ -	\$ 1,400.00
Eller Case Competition			
Travel	\$ -	\$ -	\$ 3,000.00
Total	\$ -	\$ -	\$ 3,000.00
College Ethics Symposium			
Travel	\$ -	\$ -	\$ 1,000.00
Total	\$ -	\$ -	\$ 1,000.00
General Expenses			
Salaries	\$ 270,230.00	\$ 277,989.99	\$ 277,000.00
Staff Travel	\$ 5,000.00	\$ 5,321.28	\$ 7,500.00
Board Meetings	\$ 750.00	\$ 901.33	\$ 750.00
Phone	\$ 1,000.00	\$ -	\$ 1,000.00
Printers	\$ 750.00	\$ 675.03	\$ 750.00
Printing	\$ 1,500.00	\$ 1,985.81	\$ 1,500.00
Supplies	\$ 150.00	\$ 85.74	\$ 150.00
Facilities	\$ 100.00	\$ 5.00	\$ 100.00
Memberships	\$ 400.00	\$ 450.00	\$ 450.00
Student Awards	\$ 4,000.00	\$ 6,250.00	\$ 4,000.00
Postage	\$ 50.00	\$ 38.17	\$ 50.00
Business cards	\$ 50.00	\$ 19.26	\$ 50.00
Staff Retreat	\$ 200.00	\$ -	\$ 200.00
Business Meals	\$ 500.00	\$ 657.32	\$ 500.00
Marketing	\$ 4,300.00	\$ 6,903.81	\$ 1,000.00
Misc.	\$ 1,000.00	\$ 1,927.00	\$ 1,000.00
BUS 1010	\$ 500.00	\$ 541.02	\$ 500.00
Credit Card Fees	\$ 20.00	\$ 12.86	\$ 20.00
Faculty Fellow	\$ 5,000.00	\$ 29,006.33	\$ 2,000.00
Total	\$ 295,500.00	\$ 332,769.95	\$ 298,520.00
Total	\$ 322,050.00	\$ 347,233.92	\$ 323,920.00

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