



RUTLAND INSTITUTE FOR ETHICS

ANNUAL REPORT

2019/2020



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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.



IMPACT OF COVID-19

In lock-step with the entire world, COVID-19 had a major effect on programming within the Rutland Institute for Ethics, but it also encouraged us to think “outside of the box” and challenged us to use the unique circumstances of the pandemic to improve and expand our programming.

- **Ethics In Action Award** – Due to the prohibition of large gatherings, the Ethics In Action Award banquet was at first postponed and then cancelled. While staff continues to work with the office of Coach Dabo Swinney to officially present the award to him in the spring of 2021, the Advisory Board decided to use this opportunity to make a major programming change. Since it is unclear how long the pandemic will affect our global society, the board decided to “sunset” the Ethics In Action Award and replace it with a virtual event that will be more far-reaching and influential on and off the Clemson University campus. This event is the TIDE Conference.
- **TIDE Conference** – The Tigers for Inclusion, Diversity and Ethics Conference will replace the Ethics In Action Award Ceremony. The premise of the conference is to promote the impact of ethical leadership and ethical decision-making as it relates to issues surrounding diversity and inclusion. Each participating college within Clemson University will be allotted monies for a virtual speaker dedicated to discussing the intersection of diversity and ethics from the perspective of the discipline of the college. The conference will end with a virtual keynote speaker. The conference will be open to the greater community and has shown early appeal to several colleges and universities outside of South Carolina.
- **Lunch and Learns** – With the advent of the TIDE Conference, we will discontinue Lunch and Learn programming for the foreseeable future. Once the pandemic is no longer an issue, staff will re-evaluate whether this program fits into the programmatic trajectory of the institute.



RUTLAND INSTITUTE STAFF

Dr. William McCoy, Director
Rachel Dial, Assistant Director
Tim Switzer, Graduate Assistant
Landan Hydrick, Graduate Assistant

DIRECTOR'S MESSAGE

A phoenix (/ˈfiːnɪks/; Ancient Greek: φοῖνιξ, phoînix) is a mythological bird that cyclically regenerates or is otherwise born again. Associated with fire and the sun, a phoenix obtains new life by arising from the ashes of its predecessor.

Yes, I will freely and unabashedly admit that I have always enjoyed good cartoons. I remember the cartoon characters of my youth: The Superfriends, The Bugs-Bunny/Road-Runner Hour, Shazam and Isis, Mr. Magoo and so many more. Who can forget Popeye, Underdog, Hong-Kong Phooey, Speed Racer, and Thundercats? As children, we lived for Saturday mornings!

Of all the cartoons I viewed, I was especially fond of characters who transcended their normal appearance by revealing a superpower, which was used to save society and the world time and time again. I loved the characters who despite great adversity and great peril, were able to access a power source that could be used for the ultimate good of humanity.

I write this message during the COVID-19 pandemic – a time of great adversity and great peril. Reflectively, I think about the people that we've lost in 2020, and the ravages of a plague like no other that we have faced before. This year has been challenging, to say the least. And yet.....we survive! Out of the ashes of despair.....we survive! Like the legend of the mythical phoenix described above, we find hope in that which has deprived us of peace. The comfort that we possess, whether great or small, is anchored in the acknowledgement that despite it all.....we survive!

Through this season of change, the Rutland Institute for Ethics has, with the steadfast assistance of university administration and an advisory board second-to-none, learned how to not only survive but how to be adept at adaptability and relevancy. Even as I pen this message, the institute is adjusting its trajectory of success to reflect societal inclinations bound to broaden our sphere of pedagogical influence. One concrete example of this broadening is the introduction of the Distinguished Ethics Scholars Program, where Clemson students who engage in extra ethics-related programming during their academic pursuits can be acknowledged and rewarded upon graduation. Another example of broadening our sphere of influence lies in the development of the TIDE (Tigers for Inclusion, Diversity and Ethics) Virtual Student Conference; an idea born (like the phoenix) out of the recent tragic examples of social injustice in our nation.

We have work to do, and the Rutland Institute for Ethics is positioned, alongside Clemson University, to emerge as a proverbial game-changer and beacon of light for the good. That is our assignment. That is our destiny; and like always, we will rise out of the darkness and soar into the marvelous light!

BOARD CHAIR'S MESSAGE

The experts all agree that the best way to handle a disaster is to prepare for it in advance. The nature of the challenge itself is less important than having a set of guidelines at hand to steer us through the inevitable unknowns, to help us make decisions when time is of the essence and lives are at stake. While that sounds a bit dramatic, all we have to do is recall these last few months as our country and university was overtaken by the COVID-19 pandemic.

Fortunately, our visionary university leaders had already begun to set a foundation for ethical decision-making on our campus. At times when debates stirred over the proper balance between individual rights and our responsibilities to each other, the Rutland Institute for Ethics had already introduced an ethical decision-making model to many of our newest students through their general education instruction. This groundbreaking program is already primed for expansion as over the coming semesters, more and more Clemson freshmen will be exposed to the rationale for and mechanics of responsible, sensible, and sensitive decision-making.

In addition to spreading sound ethical thinking and acting to our newer students, the Rutland team has continued to expand its influence across campus through events like Annual Ethics Day, the James F. Barker Ethics in Action Award, and the work of CHANGE, the Institute's student affiliate. For the 2020-2021 academic year, Institute staff is already working on addressing inclusion, diversity and ethics through a student-oriented, on-campus seminar.

With the challenges facing our country and our society—from health and safety to social justice and inclusion—there is no question ethics should be at the forefront of our discussions and actions. Likewise, there is no question that the Rutland Institute for Ethics is continuing to take the lead in teaching students, faculty, staff, alumni, and friends how to apply ethical processes to face these challenges... and those to come.

We invite your active participation.

Go Tigers!
Kelly Durham, Class of 1980

ADVISORY BOARD

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Louis P. Batson Company

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IBERIABANK

Nancy Whitworth
City of Greenville

Inset:

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OUR IMPACT

~1,000

STUDENTS ATTENDED
BUS 1010
PRESENTATIONS

42

BUS 1010
PRESENTATIONS

43

STUDENTS PARTICIPATED IN
VIDEO CASE COMPETITION

19

VIDEOS RECEIVED FOR
VIDEO CASE COMPETITION

38

STUDENTS ATTENDED
FALL LUNCH & LEARN

28

STUDENTS ATTENDED HIGH
SCHOOL CASE COMPETITION

\$4,000

IN SCHOLARSHIPS
GIVEN AWAY

>200

STUDENTS ATTENDED
ANNUAL ETHICS DAY

15

STUDENTS ATTENDED
LEADERSHIP CONFERENCE

3

UNIVERSITIES PARTICIPATED:
CLEMSON, THE CITADEL, &
COASTAL CAROLINA

18

STUDENTS IN
CHANGE STUDENT
GROUP

7

COLLEGES
REPRESENTED IN
CHANGE

8

FACULTY MEMBERS
ON FACE COMMITTEE

5

COLLEGES
REPRESENTED IN
FACE COMMITTEE

CHERRY BRASWELL RUTLAND MEMORIAL SCHOLARSHIP



In 2018, through the Robert J. Rutland Institute for Ethics at Clemson University, a scholarship 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 scholarship is designed to recognize a student at Clemson University who has demonstrated ethical fortitude in the face of a true ethical dilemma.

2020 Recipient: Tahj Robinson

Tahj Robinson is a junior from Greenwood, South Carolina majoring in Communication with a Social Sciences minor. He is currently an RA in Lightsey Bridge Apartments and hopes to study law upon graduation from Clemson.

"Coming to Clemson has given me ample opportunities to teach others the importance of being ethical. As a leader, I always hope to leave a positive impact on at least one person per day. With all of the corruption we see in today's world, we should continue putting an emphasis on ethics. I believe that encouraging others to do what is right will bring us one step closer to making the world a better place."

J.T. BARTON, JR. MEMORIAL SCHOLARSHIP



In 2001, Stephan Barton established an ethics scholarship 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). The scholarship is awarded to a singular student and/or a student group on the Clemson University campus who programmatically uses the award to in part or fully advance good ethical decision-making skills and/or ethical leadership.

2020 Recipient: CHANGE Student Group

This year, we are pleased to announce that the Clemson student group tasked with peer-to-peer ethics education and ethical decision-making, CHANGE (Creating Habits and norms Guiding Ethical Decisions), is the award recipient.

The CHANGE student group creates student-led ethics programming on Clemson's campus. Made up of students from all seven colleges of the university, CHANGE creates programs at both the university-wide and college-specific level by bringing in speakers and hosting activities that focus on exposing students to real-life applications of ethical decision-making and ethical leadership. Additionally, CHANGE publishes the Ethics Editorial newsletter that highlights various aspects of ethics on campus.

FALL LUNCH & LEARN: ETHICS, WOMEN, & LEADERSHIP

The fall Lunch & Learn was held September 26, 2019 and acted as a springboard into the business model of our Annual Ethics Day keynote speaker.

An RIE board member provided an ethical challenge she has faced in her career that served as the "case" for an interactive round-table clinic where participants practiced a reflection/discussion method that leveraged diverse perspectives to generate solutions.

Twelve female faculty and staff members were trained in a listening and generative dialogue method to enable small groups of students to generate new ways to look at a challenge and develop new ways to respond to that challenge. Sixteen undergraduate students and twenty-two graduate students participated.



I loved connecting with like minded women and to see such diversity on Clemson's campus.



ANNUAL ETHICS DAY

Burger King. This name, for some, stirs the salivary glands to action with the thought of char-broiled whoppers and Big K sandwiches. Don't forget about the onion rings and shakes the restaurant is so famous for. Now consider owning numerous Burger King restaurants around the country, and after many years of success, partnering with NBA great Shaquille O'Neil to expand into additional franchising markets such as Auntie Anne's Famous Pretzels. Imagine you expand into even more markets – Captain D's, Haagen-Dazs, and other restaurants across the country, until you become the largest Black restaurateur in America. To top it all off, you are the only Black female to sit on the Green Bay Packer football team board, and you chair the board of AAA international. All these accomplishments we had in the person of Valerie Daniels-Carter, an extraordinary entrepreneur who credits her success to strong faith, strong ethics, and strong family values.

Dr. Carter arrived on Clemson's campus humbly and without much fanfare, which is generally her style. Having flown into the Greenville-Spartanburg airport from Milwaukee, Wisconsin, she insisted on renting a car instead of limousine transportation. When she arrived to have lunch with university administration, she greeted everyone with a charismatic and loving hug, a tradition adopted from both her church life and her family life growing up. She spoke to administration in a matter-of-fact tone but emphasized the importance of ethical leadership and the re-building of family values and the importance of higher education in that process. Campus leaders left the meeting feeling like they had gained a new friend in the business world.

That evening, as the keynote speaker for Annual Ethics Day, Dr. Carter engaged in what she titled "inter-generational transfer", a term used to denote the learning of the young by the imparting of experience and wisdom by the more mature. To an over-packed auditorium in the Watts Center, Dr. Carter shared several memorable stories that demonstrated multiple lessons. Everyone left the session with some nugget of wisdom. Women felt empowered to break the glass ceiling. Budding entrepreneurs felt that their vision of success could become a reality with enough grit and stick-to-itiveness. Christians left understanding the connection between their faith and their professional aspirations; and humorously, gun owners left appreciating the power of persuasion.

The Rutland Institute for Ethics is proud to have had Dr. Carter as our 2nd Annual Ethics Day keynote speaker. She brought wisdom, class, humor, faith, empowerment, and ethical leadership in a way like no other woman has.

BUS 1010 PRESENTATIONS

Being an alumnus of Clemson University allows one to give of their time, talent and treasure. The gift of giving back to the institution that helped launch your professional career is special. The university wants alumni to feel a special connection to the institution and works tirelessly to maintain that connection from enrollment to post-graduation.

The Rutland Institute for Ethics partnered with the College of Business to present a specialized ethics curriculum to their gateway course for freshmen and transfer students – Business 1010. Dr. McCoy worked with course curriculum leaders to invite Clemson business alumni to speak about ethics to the students, and the effort was a huge success! Speakers shared their personal examples of ethical dilemmas with students and demonstrated how utilizing the STAR Decision-Making model would have helped them solve the dilemma. The alumni speakers were impressed with our Clemson students, and the students appreciated the great learning opportunity of having experienced professionals in the classroom.





COLLEGIATE ETHICS CASE COMPETITION

For every event that occurs, there must be a first-time participation in that event. Such was the case with Clemson University's engagement in the University of Arizona's Eller Collegiate Ethics Case Competition in October 2019. College of Business sophomores Ansley Cordero and Allie Lindler represented the university in Tucson, Arizona after spending several weeks examining the Boeing case as it related to the issues associated with their Max 737 fleet.

Both Ansley and Allie met several times with Dr. Reed Watson (College of Business) and Dr. William McCoy (Rutland Director) in preparation of the competition; working primarily on presentation style and research methodology. Both competitors did an excellent job preparing for the grueling event and learned an immense amount about analyzing an ethical dilemma by utilizing the STAR Decision-Making Model. Although Clemson did not come away with a win, the experience was second-to-none and advanced the skills of two of our brightest Business students! Special thanks to the College of Business for co-sponsoring the competitors, and to Dr. Watson for his assistance in preparing them.

VIDEO CASE COMPETITION

Another first time event for Clemson students was this year's Video Case Competition hosted by the Rutland Institute. All Clemson undergraduate and graduate students were invited to submit videos introducing an ethical dilemma and providing a resolution using the STAR Decision-Making Model. Students competed for a monetary prize.

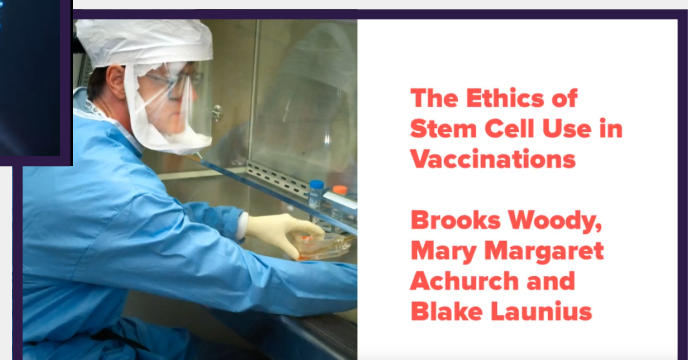
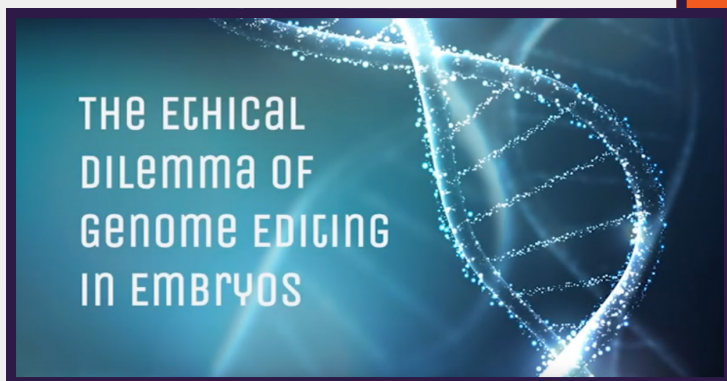
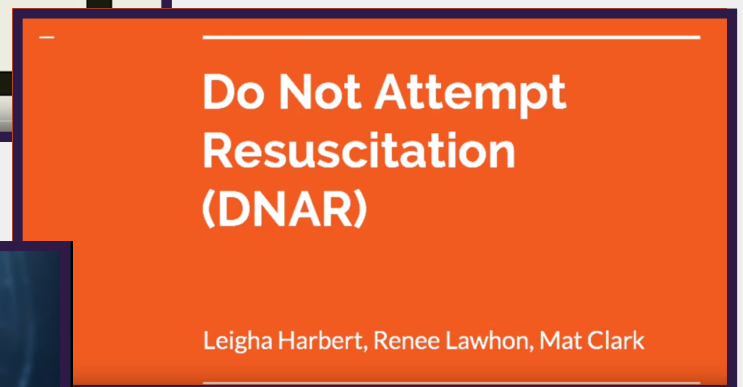
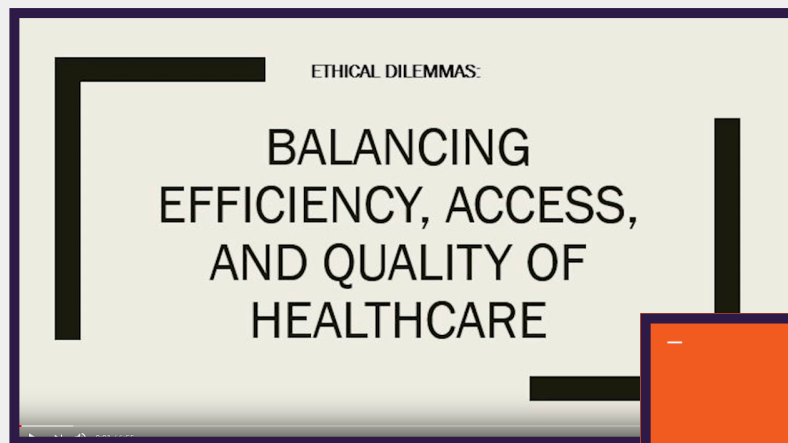
We recieved nineteen entries from forty-three students and one student group. Our judges included Rachel de Cuba, Provost Pathway Fellow in Design Foundations in the College of Architecture, Arts, and Humanities, Ed Rock, Associate Librarian- Philosophy, Debbie Dubose, Rutland Institute Advisory Board Member, and Rachel Dial, Assistant Director of the Rutland Institute.

2019 Winners:

1st place: Jackie Palmer

2nd place: Elizabeth Dudas, Sam Harrison, and Philip Johnston

3rd place: Emily Martin, Delana Reynolds, Kendall Spray





ETHICAL STUDENT LEADERSHIP CONFERENCE

The 1st Annual Ethical Student Leadership Consortium was held at Clemson University on February 28th and 29th. This unique event included individuals from **The Citadel**, **Coastal Carolina University**, and **Clemson University**.

Fifteen students and five advisors from the three universities met for a two-day conference that included a think tank session focusing on ethical leadership, service learning, and networking opportunities.

Session topics included:

- What is Ethical Leadership?
- Ethical Student Leadership
- Ethical Leadership Beyond the University

In the first session, participants engaged in values and role model identification and looked into specific characteristics of ethical leadership. Several ethical decision-making models were introduced, including Clemson's STAR model. Students then learned about food insecurity on college campus and worked with Clemson's Paw Pantry on a service-learning project creating recipes for students who use the service. The first night concluded with a presentation from Cara Snider, Assistant Director of Student Leadership & Community Engagement at Clemson, to discuss ways to engage in ethical leadership while in college and the impact that ethical leadership can have on their own campuses.

The conference ended with a panel of leaders from Clemson's community to help participants consider how to engage in ethical leadership once they have graduated and are entering the workplace. Panelists included: Jo Anne Hennigan- Ethics Director at Michelin, Caroline Stewart- Chief Financial Officer at Louis P. Batson Company, and Nancy Whitworth- Retired Interim City Manager/Director of Economic Development for the City of Greenville.





CHANGE STUDENT GROUP

CHANGE (Creating Habits And Norms Guiding Ethical decisions), which represents Clemson's student ethics committee and the student voice of the Rutland Institute for Ethics, is a prestigious student organization consisting of both undergraduate and graduate students from a variety of backgrounds and majors. In September of 2019, a major milestone was accomplished – with the addition of Erica Wearing from the College of Agriculture, Forestry, and Life Sciences, CHANGE officially achieved representation from all seven colleges at Clemson University.

Throughout the rest of the Fall 2019 and Spring 2020 semesters, CHANGE focused on expanding the committee, wrote the case for Clemson's 2020 High School Ethics Case Competition, wrote the first and second issues of the second volume of the Ethics Editorial Newsletter, and conducted programming that focused on ethics and ethical decision-making. CHANGE held seven events this year for the Clemson student population; unfortunately, an additional four events scheduled for the spring had to postponed or cancelled due to COVID-19. Leaders from CHANGE were also asked to participate in Clemson's Leaders 2 Leaders series by recording a presentation on Ethical Elections and Officer Transitions for student organizations this summer.

Additionally, on March 6th, 2020, CHANGE members assisted the Rutland Institute for Ethics in running Clemson's 2020 High School Ethics Case Competition. CHANGE members served as moderators, runners, and assisted in scoring to ensure the event ran smoothly and according to the rules.

2019-2020 EVENTS

"Should everyone be the same?"

Ethical essay competition hosted by students from the College of Behavioral, Social, and Health Sciences.

Sexual Harassment Ethics Table

CHANGE partnered with Its On Us to set up a tabling event in which students were asked about the ethical implications of sexual harassment and domestic violence.

Academic Integrity Panel

Hosted by students in the College of Education, students could interact with a panel of Clemson faculty and staff, discuss the rampant issue of dishonesty in academics, and strategize how to best address it.

Ethics in Ag Photo Contest

Students from CAFLS took pictures that represented a potential ethical dilemma and explained why it was an issue.

Ethics in Education Survey

Created by College of Education students, the survey asked which specific areas of ethics in academics impacted education majors the most and which areas they would like to learn more about at the next Academic Integrity Panel.

Riddle Me This?

CHANGE held a university-wide ethical riddle contest via social media.

Follow Us

The College of Business and College of Science partnered to create a social media giveaway with the goal of promoting CHANGE's social media in order to raise awareness for ethics throughout Clemson's student body.

FACE FACULTY COMMITTEE UPDATE

The Rutland Institute for Ethics faculty committee – Faculty Advocating for the Commitment to Ethics (FACE) – worked tirelessly on two big projects during the 2019/20 academic year.

1. Completion and Endorsement of the Star Decision-Making Model

The decision was made to by faculty members to design and test a decision-making model that would be easily identifiable to and usable for students. After researching various decision-making models, the committee developed the STAR Decision-Making Model. The premise of the model is to **Stop, Test, Act, and Reflect**.

A. Stop: Take the time to identify the issues and stakeholders associated with an ethical dilemma, and to develop a minimum of three potential solutions.

B. Test: For each potential solution, use at least three of the prescribed tests to examine the effectiveness of the solution.

a. Harm Test – Is there any harm associated with this option?

b. Legality Test – Is this option legal?

c. Precedent Test – Does this option set a precedent?

d. Respect Test – What would someone you hold in high regard think of this option?

e. Golden Rule Test – If I was adversely affected by this dilemma, would I yet think this option was good to consider?

f. Peer/Colleague Test – What would my peers/colleagues say about this option?

C. Act: Make a decision and act upon that decision.

D. Reflect: Take responsibility for your decision.

It is the goal of the FACE committee to inform all Clemson University students of this decision-making model to better prepare them for ethical leadership and how to deal with ethical dilemmas.

2. Development of the Distinguished Ethics Scholars Program

To expose students to the STAR Decision-Making framework and to be in line with general education revision efforts on campus, FACE developed the new Distinguished Ethics Scholars Program. This program encourages students to engage in curricular and co-curricular opportunities associated with ethics. Upon successful completion of the requirements, students will qualify for a celebratory graduation item (cord or medallion) and a co-curricular transcript.



HIGH SCHOOL ETHICS CASE COMPETITION



On March 6th, 2020, the Rutland Institute for Ethics, in partnership with Milliken & Company, hosted Clemson's 2020 High School Ethics Case Competition at Milliken's Customer Center in Spartanburg, South Carolina. This competition included teams of two high school students presenting their response to an ethical dilemma in front of a panel of judges (Milliken Associates, Clemson alumni, faculty, and business professionals). The case for the 2020 Competition was written by CHANGE (Creating Habits And Norms Guiding Ethical decisions), Clemson's student ethics committee, and is fictional, but represents a potential dilemma.

In an effort to continually improve and expand the competition, the Rutland Institute decided to open the competition up to not just high schools in Anderson, Oconee, and Pickens counties, but also every high school in Greenville and Spartanburg counties as well. In order to recruit for the competition, RIE staff personally met with every public high school who was willing to meet in Greenville and Spartanburg County school districts, as well as contacted every high school in Anderson, Oconee, and Pickens counties which we have previously met with. A total of six high schools and one home school participated in the competition, including Westside High School, Pendleton High School, J.L. Mann High School, Greenville High School, Seneca High School, Spartanburg High School, and Clemson Classical Academy. Representing those seven schools were a total of fourteen teams (28 students). Judging the competition were a total of 15 judges including Milliken associates and Clemson alumni and faculty.

2020 Winners:

1st place: Julianne Johnsonwall & Isabella Han- Clemson Classical Academy

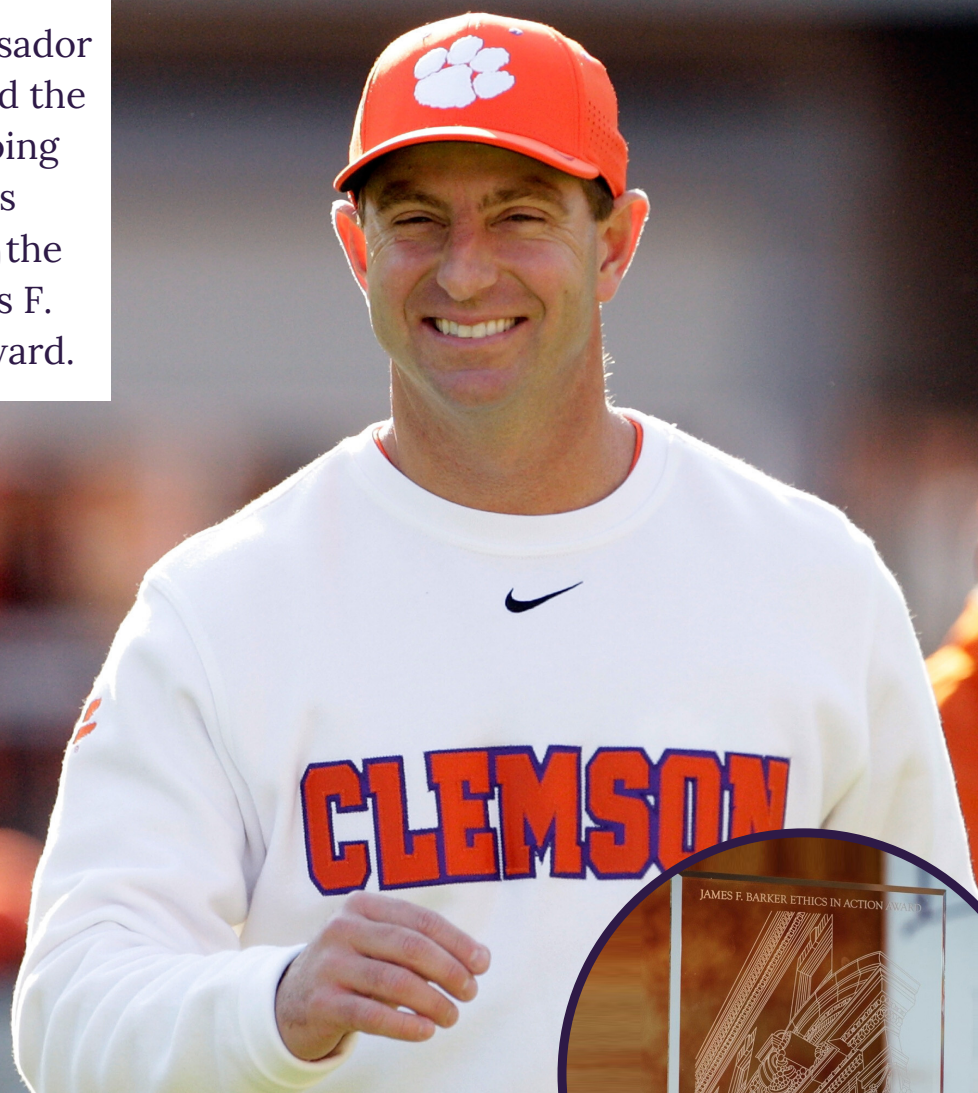
2nd place: Alanna Scoggins & Scarlett Smith- J.L. Mann High School

3rd place: Theo Goodchild-Michelman & Julie Rodrick- Spartanburg High School

We would like to thank every student-competitor, advisor, and judge for participating in the competition. We would also like to give a special thank you to Maurie Lawrence, Senior Counsel and Director of Ethics and Compliance at Milliken & Company, for providing the keynote address.



Dabo is a wonderful ambassador for Clemson University, and the emphasis he places on doing things "the right way" is contagious. He embodies the core tenants of the James F. Barker Ethics in Action Award.



JAMES F. BARKER ETHICS IN ACTION AWARD

While the restrictions placed on us due to the COVID-19 pandemic may have not allowed us the opportunity to celebrate the James F. Barker Ethics in Action Award as we have previously done, the Rutland Institute is excited to announce this year's recipient, Coach Dabo Swinney.

Coach Swinney has led the Tigers to a place of monumental athletic success during his tenure at Clemson University, and he is poised to strengthen his winning record with the constant inclusion of exceptional team talent. Although Swinney contributes his success to his strong and unwavering spiritual beliefs, the bedrock of his demonstrable success is illustrated in his "walk the talk" attitude, which can be observed on and off the field.

In addition to being a two time National Champion and being named a three time Bear Bryant National Coach of the Year, Swinney was also named the Bobby Dodd Coach of the Year in 2011 for advocating scholarship, leadership, and integrity within his program. Swinney also founded and chairs his Dabo's All In Team Foundation.

Congratulations to Coach Dabo Swinney for your continued dedication to ethical leadership!

Enough Is Enough; We Must Walk the Talk

The Rutland Institute for Ethics' Commitment to Promoting Racial Equality

Our Realization

Ahmaud Arbery, Breonna Taylor, George Floyd. Three recent names in a long list of martyrs unwittingly and unwillingly tasked with the re-awakening of racial discontentment in our nation; a nation overcome with the fumes of racial inequality. Any person casting aspersions on this national crisis is willfully ignorant of the deep pain of our nation's embittered founding.

This nation, likened to a slumbering behemoth, has again been awakened by the proverbial and literal blunt force trauma of police brutality, which serves as an ever-present and ever-repeating representation of just how misaligned our justice system is. The latest occurrences serve as a bitter reminder that inequality yet exists, despite the desire of some leaders to turn a blind eye and a deaf ear to what is painfully obvious. As thought leaders engaged in the instruction and sharpening of critical thinking skills, it is incumbent upon us as academicians to be the change we so fervently teach our students to consider as they pursue a better tomorrow.

The Rutland Institute for Ethics at Clemson University mourns with those who mourn; we cry with those who have lost loved ones in brutal and unexplained ways in the name of misguided justice. We stand in solidarity with all of those who not only understand our nation's systemic and embedded inequalities, but more importantly we stand with those who are honestly and actively seeking to improve race relations through change at the grass roots level. In essence, we stand with those who demonstrate a propensity to "walk the talk" of change.

Our Pledge

This is the time for a great American re-awakening. As of June 2020, the leadership of Clemson University has publicly acknowledged its vintage history of racial inequality and has agreed to change several names associated with controversial historical figures intricately involved in the founding of our great university. The Rutland Institute for Ethics believes this action to be a step in the right direction of creating a holistic and welcoming environment for all Clemson University students. In accord with the university, **The Rutland Institute for Ethics pledges to actively and annually pursue engagement in co-curricular and/or academic programming that challenges our student body to consider the intersection of racial justice and ethics.** It is of paramount importance that the students of Clemson University – regardless of race, creed, gender, ethnicity, or any other identification – be exposed to and engaged in the pedagogy of social and racial justice, and the Rutland Institute for Ethics will position itself to be a programmatic leader in bringing this to fruition.

NEW FOR NEXT YEAR

DISTINGUISHED ETHICS SCHOLARS PROGRAM

The Rutland Institute for Ethics is excited to offer a new opportunity to Clemson students with the Distinguished Ethics Scholars Program. The Distinguished Ethics Scholars Program encourages and recognizes Clemson University students engaged in co-curricular education that is focused on ethics, ethical leadership, and ethical decision-making. Students can earn one of two scholar designations: Ethics Scholar and Distinguished Ethics Scholar. Students who earn either designation will receive an item to enhance their regalia at graduation and a co-curricular transcript.

STAR MODEL VIDEO CONTEST

As a way to help introduce campus to the STAR Decision-Making Model, we are switching the Video Ethics Case Competition with a new video contest. Clemson students are invited to join the Rutland Institute for Ethics for our STAR Decision-Making Model Video Contest. Individuals and/or teams create a video introducing and explaining the STAR Decision-Making Model. The videos should walk the audience through every step of the STAR Decision-Making Model and include a relatable example for college students. Prizes are awarded to the top 3 videos and the sponsoring faculty who advertised the contest to those individuals/teams.

TIDE CONFERENCE

Clemson University acknowledges that it must boldly demonstrate its commitment to diversity and inclusion for students, staff and faculty members. Recognizing that a vast number of additional diversity initiatives are already underway across the university, the Rutland Institute for Ethics (RIE) is uniquely poised to work in tandem with these initiatives to bring Clemson's diversity goals to fruition.

The Rutland Institute for Ethics understands the importance of integrating ethics and diversity into the revision of general education. RIE believes that a progressive university, such as Clemson, must take a further step to critically examine how ethics and diversity intersect. With the support of Provost Bob Jones, Associate Provost John Griffin, Chief Diversity Officer Lee Gill, and the Rutland Institute for Ethics Advisory Board, the institute will develop and implement a new initiative called the Tigers for Inclusion, Diversity, and Ethics (TIDE) Conference. This conference is intended to be pedagogically complementary to existing diversity initiatives. All faculty and instructional staff members are encouraged to integrate the conference into their curriculum.

BUDGET

Income	<u>FY 20 Budget</u>	<u>FY 20 Actual</u>	<u>FY 21 Budget</u>
University Budget	\$ 309,579.00	\$ 309,517.00	\$ 310,681.00
Ethics in Action Award Sponsorship	\$ 24,000.00	\$ 39,875.00	\$ -
Annual Ethics Day Co-Sponsorships	\$ 2,500.00	\$ 1,000.00	\$ 1,000.00
Eller Competition CoB Share	\$ -	\$ 1,526.82	\$ -
Board Donations	\$ 12,000.00	\$ 10,000.00	\$ 12,000.00
Other Gifts	\$ -	\$ 51,458.26	\$ -
Case Competition Fees	\$ 1,000.00	\$ 140.00	\$ 500.00
Total	\$ 349,079.00	\$ 413,517.08	\$ 324,181.00

Expenses	<u>FY 20 Budget</u>	<u>FY 20 Actual</u>	<u>FY 21 Budget</u>
Annual Ethics Day			
Speaker Stipend	\$ 5,000.00	\$ 5,000.00	\$ -
Event Venue	\$ 1,000.00	\$ 700.00	\$ 2,000.00
Transportation (speaker)	\$ 1,500.00	\$ 1,692.38	\$ -
Hotel (speaker)	\$ 1,000.00	\$ 617.16	\$ -
Meals (speaker)	\$ 200.00	\$ 278.71	\$ 200.00
Gift (speaker)	\$ 100.00	\$ 102.29	\$ -
Photographer	\$ 100.00	\$ 67.50	\$ 100.00
Food (lunch & reception)	\$ 1,000.00	\$ 1,408.76	\$ 1,500.00
Marketing	\$ -	\$ 617.58	\$ 500.00
Décor	\$ -	\$ 56.73	\$ 50.00
Total	\$ 9,900.00	\$ 10,541.11	\$ 4,350.00
Lunch & Learns			
Food	\$ 1,000.00	\$ 568.01	\$ -
Fall Photographer	\$ 74.00	\$ 40.00	\$ -
Venue	\$ 600.00	\$ 365.00	\$ -
Marketing	\$ -	\$ 72.49	\$ -
Total	\$ 1,674.00	\$ 1,045.50	\$ -
Ethics in Action Award Ceremony			
Event Venue	\$ 9,000.00	\$ -	\$ -
Meal	\$ 8,000.00	\$ -	\$ -
Event Production	\$ 6,000.00	\$ -	\$ -
Décor	\$ 700.00	\$ -	\$ -
Signage	\$ 1,200.00	\$ -	\$ -
Photographer	\$ 400.00	\$ -	\$ -
Award	\$ 425.00	\$ 137.80	\$ -
Scholarship checks	\$ -	\$ 92.80	\$ -
Staff Travel	\$ -	\$ -	\$ -
Invitations	\$ -	\$ 41.18	\$ -
Giveaways	\$ -	\$ 2,213.70	\$ -
Advertising	\$ -	\$ 3,700.00	\$ -
Total	\$ 25,725.00	\$ 6,185.48	\$ -
Tigers for Inclusion, Diversity, and Ethics Conference			
College Speaker Stipends	\$ -	\$ -	\$ 4,000.00
Keynote Speaker Stipend	\$ -	\$ -	\$ 2,000.00
Venue	\$ -	\$ -	\$ 2,000.00
Food	\$ -	\$ -	\$ 1,500.00
Photographer	\$ -	\$ -	\$ 500.00
Total	\$ -	\$ -	\$ 10,000.00
Ethics Video Case Competition			
Prizes	\$ 1,750.00	\$ 1,750.00	\$ -
Total	\$ 1,750.00	\$ 1,750.00	\$ -
STAR Model Video Competition			
Student Prizes	\$ -	\$ -	\$ 1,750.00
Faculty Prizes	\$ -	\$ -	\$ 500.00
Total	\$ -	\$ -	\$ 2,250.00

BUDGET

Ethical Student Leadership Conference				
Event Venue	\$ 1,000.00	\$ -	\$ -	
Food	\$ 2,000.00	\$ 1,391.77	\$ -	
Supplies	\$ 500.00	\$ 236.26	\$ -	
Printing	\$ 200.00	\$ 73.50	\$ -	
Parking Passes	\$ -	\$ 77.00	\$ -	
Speaker gifts	\$ -	\$ 41.67	\$ -	
Photographer	\$ -	\$ 200.00	\$ -	
Service Project	\$ 200.00	\$ -	\$ -	
Travel	\$ -	\$ -	\$ 1,500.00	
Total	\$ 3,900.00	\$ 2,020.20	\$ 1,500.00	
CHANGE				
Fall End of Semester Event	\$ 70.00	\$ 185.43	\$ -	
Strategic Planning Session	\$ 40.00	\$ -	\$ -	
Graduation Gifts	\$ 80.00	\$ 26.73	\$ -	
Supplies	\$ 300.00	\$ 355.21	\$ -	
T-shirts	\$ 500.00	\$ -	\$ -	
Spring End of Semester Event	\$ 200.00	\$ -	\$ -	
CoEd Event	\$ 150.00	\$ 124.00	\$ -	
CoSci Event	\$ 150.00	\$ 121.79	\$ -	
CoBSHS Event	\$ -	\$ 107.99	\$ -	
University Wide Event	\$ 300.00	\$ -	\$ -	
Breakfast items	\$ -	\$ 61.04	\$ -	
Transfer to CHANGE Account	\$ -	\$ 2,219.00	\$ -	
Total	\$ 1,790.00	\$ 3,201.19	\$ -	
Case Competition				
Workshop	\$ 40.00	\$ -	\$ -	
Food	\$ 500.00	\$ 652.97	\$ -	
Advertising	\$ 50.00	\$ 203.00	\$ 300.00	
Space Rental	\$ 400.00	\$ 390.00	\$ -	
Photographer	\$ -	\$ 25.00	\$ -	
Supplies	\$ 200.00	\$ 144.75	\$ 400.00	
Gift Cards	\$ 600.00	\$ 684.99	\$ 700.00	
Staff Travel	\$ -	\$ 587.77	\$ 200.00	
Postage	\$ -	\$ -	\$ 200.00	
Total	\$ 1,790.00	\$ 2,688.48	\$ -	\$ 1,800.00
General Expenses				
Salaries	\$ 275,000.00	\$ 272,284.61	\$ 257,000.00	
Staff Travel	\$ 10,000.00	\$ 9,305.47	\$ -	
Board Meetings	\$ 400.00	\$ 1,093.18	\$ 500.00	
Phone	\$ 1,900.00	\$ 1,800.00	\$ 1,900.00	
Printers	\$ 155.00	\$ 561.01	\$ 600.00	
Printing	\$ 745.00	\$ 492.34	\$ 1,000.00	
Supplies	\$ 350.00	\$ -	\$ 350.00	
Facilities	\$ 100.00	\$ 15.00	\$ 100.00	
Subscriptions	\$ 100.00	\$ -	\$ 100.00	
Memberships	\$ 600.00	\$ 345.00	\$ 400.00	
Scholarships	\$ 4,000.00	\$ 5,000.00	\$ 4,000.00	
Postage	\$ 50.00	\$ 1.45	\$ -	
Business cards	\$ 50.00	\$ 33.17	\$ -	
Staff Retreat	\$ 300.00	\$ -	\$ -	
FACE	\$ 200.00	\$ -	\$ -	
Business Meals	\$ 800.00	\$ 107.17	\$ 100.00	
Marketing	\$ 7,000.00	\$ 2,665.02	\$ 5,125.00	
Misc.	\$ 800.00	\$ 494.32	\$ 1,725.00	
BUS 1010	\$ -	\$ 354.70	\$ -	
Credit Card Fees	\$ -	\$ 8.66	\$ 20.00	
Faculty Fellow	\$ -	\$ 5,000.00	\$ 5,000.00	
Total	\$ 302,550.00	\$ 299,561.10	\$ 277,920.00	
Total	\$ 349,079.00	\$ 326,993.06	\$ 297,820.00	

ALL IN *Integrity*

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