

**DANIELS FUND**  
**ETHICS INITIATIVE**  
Collegiate Program

## **Ethics Fellowship Information**

### **Who is Eligible?**

Anyone who teaches full-time in a graduate or undergraduate program at CU Denver is eligible to apply for this fellowship program. This includes tenured/tenure track faculty, clinical/clinical track faculty, senior instructors and instructors, and full-time staff responsible for an academic or student program.

### **What does a DFEI Ethics Fellow Do?**

The Ethics Fellowships are funded with a donation received by the Business School from the Daniels Fund as part of the Business School's Daniels Fund Ethics Initiative Collegiate Program (DFEI). Ethics Fellowships are awarded to CU Denver faculty who demonstrate excellence in academic activities related to applied business, professional, and organizational ethics. The primary objective is active engagement of students – not research or publishing – and building a solid principle-based ethical framework central to decision-making in a complex business environment. Although the Daniels Fund does not fund research, based on a case-by-case determination, an Ethics Fellowship may be awarded for faculty to embed their research findings into a course or an event, albeit not for the research itself.

Ethics Fellows are expected to make a substantial contribution to the objectives of the DFEI through learning opportunities to enhance decision making using principle-based ethics in their respective area of focus.

Once you are a part of this community, the DFEI team would like you to remain a part of the community. This means having a group of other Faculty Fellow Alumni to bounce ideas off, continue promoting ethics in class, attend DFEI events as a Fellow Alumni, and provide support for incoming Ethics Fellows. Being a Fellow Alumni gives you priority funding to attend ethics conferences, ethics teaching workshops, other ethics events, as well as for classroom teaching materials. You will also be invited to ethics events like Ethics OnSite and our yearly Ethics Fellowship dinner. Please remember that the time spent on these DFEI activities counts towards your service for the Business School.

### **What is a DFEI Ethics Fellow Responsible For?**

Ethics Fellows will be expected to serve for the whole academic year, August through May, except for the inaugural cohort which will only serve for Spring 2024. Ethics Fellows commit to the following:

- Integrate the 8 DFEI principles into Business Ethics material presented in class. This might include, for example:
  - Class Lectures
    - Regular Class Lectures.
    - Guest Lectures.
  - Student Assignments/Examinations
    - Individual Assignments.
    - Group Projects.
    - Written or Multiple-Choice Examination Questions.

- Promote DFEI events to their classes using one or more of the following methods:
  - a 5-minute presentation to your class by a DFEI representative.
  - a presentation by you to your classes about the event.
  - a Canvas message from you to the class with the event brochure attached.
  - an e-mail from you to the class with the event brochure attached.
- Promote the Student Ethics Club – a chapter of the Student Center for the Public Trust (StudentCPT) by:
  - Allowing student club members to make a 5 – 10 minute presentation to the class describing the chapter and the advantages of joining.
  - Sending out announcements to the class regarding the club’s meetings and events.
- Attend at least 1 non-orientation event per semester. Events include:
  - DFEI Speaker/Panel Series Events.
  - DFEI Student Ethics Club Events.
  - DFEI Training Events.
- Volunteer for at least 1 DFEI event per year
  - DFEI Case Competition.
  - DFEI Faculty Round Table (Presentation).
  - DFEI Student Ethics Club.
  - DFEI Special Events.
- Contribute information for our UCD Ethics Fellow web page and consortium site. Postings can include:
  - Links to videos.
  - Research.
  - Materials relevant to the focus areas most related to your expertise.
  - Teaching materials and/or teaching tips
- Attend the Ethics Fellowship Orientation in your First Year (usually in August, however, in 2023 it will be held in November/December timeframe).
- Attend Ethics Fellow Faculty Dinner and Workshop 1 time per year.
- Recommend the Ethics OnSite Program to Students and send interested student names to [DFEI.BUS@ucdenver.edu](mailto:DFEI.BUS@ucdenver.edu). Must at least send 2 names per year.
- Recommend the DFEI Ethics Case Competition to Students and sends interested student names to [DFEI.BUS@ucdenver.edu](mailto:DFEI.BUS@ucdenver.edu). Must at least send 2 names per year.
- Recommend the Daniels Fund Ethics Consortium Forum to Students and sends interested student names to [DFEI.BUS@ucdenver.edu](mailto:DFEI.BUS@ucdenver.edu). Must at least send 2 names per year.

### **What is the Application Process?**

The application for each academic year will begin in April and Ethics Fellows will be chosen in May for the upcoming academic year. For example, in May 2024 Ethics Fellows will be chosen for the 2024/2025 academic year.

The exception is for Spring of 2024 semester where the application will be open in October and Fellows will be chosen in November. These Ethics Fellows will only serve 1 semester (Spring 2024) and will be the only ones allowed to re-apply for a second term (academic year 2024/2025) since their term will only be half of the usual term.

- APPLICATION INSTRUCTIONS

- Apply online at on our [website](#). The submission will include:

- Description of project(s)\* to complete during the academic year that will enhance student learning of ethical issues and ethical decision-making skills.
    - Identify the relevant Daniels Fund Ethics Initiative Principles that will be addressed in the project(s).
    - When you plan to conduct your project (e.g., month, semester, or specific time-period) and expected student impact (the number of students expected to be impacted by the project(s)).

\*Note: Projects may *not include* activities relating to sustainability, social responsibility, corporate social responsibility, or social justice. Projects may relate to making ethical decisions that take into consideration the impact on the stakeholders of a business and following ethical business practices. “Stakeholders” can include, without limitation, shareholders, employees, customers, suppliers, creditors, competitors, governments, and the community (e.g., the environment).

### What is the Ethics Fellows Selection Process?

The Director of the Daniels Fund Ethics Initiative and the Program Coordinator at UCD will review applications and, with approval from the Dean of the College of Business, make the final selection. Applicants will be notified prior to the end of the spring semester (except in 2023 when the applicants will be notified prior to the end of the fall semester).

### How is my application evaluated?

The application will be evaluated in the following ways.

- Integration of the Daniels Fund Ethics Initiative Principles in student learning.
- Representation from various CU Denver colleges/schools (Business, CAM, CLAS, CAP, SEHD, CEDC, SPA, etc.)
- Alignment with the Daniels Fund Ethics Initiative learning outcomes/objectives (see table of objectives below):

<u>Ethics Initiative Component</u>	<u>Learning Outcome/Objectives</u>
Student learning	<ul style="list-style-type: none"> <li>• Understand universal ethical principles, anchored in business perspective.</li> <li>• Understand that principles are constant foundations for all situations.</li> <li>• Understand that application of ethical principles always has positive long-term impact.</li> <li>• Ability to identify ethical implications in real-world situations.</li> <li>• Ability to apply ethical principles in real-world decision making.</li> <li>• Ability to embody and model ethical principles in a business environment.</li> </ul>

Involvement of the business community	<ul style="list-style-type: none"> <li>• Relevant, meaningful student interaction with business leaders.</li> <li>• Expand knowledge and use of principle-based ethics in organizations.</li> </ul>
Daniels Fund Ethics Consortium	<ul style="list-style-type: none"> <li>• Strengthen and expand principle-based ethics instruction in the region.</li> <li>• Expand ethics resources, shared among members.</li> <li>• Enhance ethics instructional approaches.</li> <li>• Expand activities related to ethics education.</li> </ul>
Outreach to other educational institutions and community constituents	<ul style="list-style-type: none"> <li>• Expand and improve principle-based ethics instruction across the region served by the university.</li> <li>• Expand resources available.</li> </ul>
Outreach to non-business disciplines on campus	<ul style="list-style-type: none"> <li>• Expand opportunities for non-business majors to learn principle-based ethics anchored in business concepts.</li> <li>• Enhance principle-based ethics instruction in non-business disciplines.</li> </ul>

### **What are Some Ideas of How to Approach the Projects?**

Here are some ideas Ethics Fellow applicants can use to approach the projects. Please remember that this is all in context of the 8 Daniels Fund Ethics Initiative Principles (Integrity, Trust, Accountability, Transparency, Fairness, Respect, Rule of Law, Viability).

#### Behavioral Ethics

- Why do good people do bad things?
- How do people make ethical decisions?
- Behavioral ethics seeks to understand the rationalizations and biases leading to misconduct. Utilize the 8 principles to explain.

#### Ethics and Technology

- What are the potential risks for ethical misconduct in the future?
- Explore the ethical risks in communication and technology innovation.
- Ethics and Artificial Intelligence (AI).

#### Ethics and Fraud

- Explore the dangers posed by fraud.
- Identify fraudulent scenarios and make principle-based ethical decisions to proactively prevent fraudulent actions.

#### Ethics in the Organization

- Organizations that exhibit ethical behavior place ethics in high regard in their corporate culture.
- Learn more about the benefits of strong organizational ethics and effective corporate governance.

#### Ethics in Sport

- A web portal with resources on ethics in sport for academic institutions, students, sports business, youth sport organizations and associations.
- Projects for new activities for expanding principle-based ethics will receive first consideration (not a maintenance of an activity).

### Ethics in Music Business

- A web portal with resources on ethics in music business for academic institutions, students, music business, youth music organizations and associations.
- Explore the business of music utilizing the principles.
- Projects for new activities for expanding principle-based ethics will receive first consideration (not a maintenance of an activity).

### Ethics and Data Analytics

- Explore the misleading graphs and how to align them better with the 8 principles.
- Discussion group on statistics and how to have integrity with statistics so as not to mislead people who may not be statistically inclined.

### **What is the stipend and when will it be awarded?**

For the academic year is **\$6,000** and will be awarded through payroll in Fall & in Spring (\$3,000 per semester). For the year Spring 2024 semester, the award will be **\$3,000** as the Fellows will be participating in only 1 full semester.

### **What happens after completing the first year as an UCD DFEI Fellow?**

“Once a fellow – always a fellow.” This means we encourage you to remain involved with the Ethics Fellow community by attending events, mentoring new fellows, and keeping ethics embedded in your classes. Although Fellow Alumni do not receive a stipend, they have all the benefits that first time Fellows receive, including continuing to have their profile featured on the DFEI at UCD website. We encourage Ethics Fellows to continue in their role to promote ethics, share knowledge as guest speakers, and join us for the Welcome Dinner, summits, workshops, and other opportunities. Again, there will only be compensation for the first year of fellowship, except for our inaugural cohort.

### **How are the UCD DFEI Fellows recognized?**

#### For new UCD DFEI Fellows:

- Acceptance letter to fellow and dean of college.
- Press releases sent out to local media announcing the fellows and their application in teaching of the DFEI principles.
- Fellow information promoted on UCD DFEI Website.

#### All UCD DFEI Fellows:

- Project information and material posted on the DFEI website.
- Name tag ribbons “DFEI Fellow” or “DFEI Fellow Alumni” provided for all UCD events.

### **How may a UCD DFEI Fellow promote their fellowship?**

- Include on your resume or online CV "[Academic Year] Ethics Fellow, UCD Daniels Fund Ethics Initiative Collegiate Program".
- Presentations or material presented can include recognition of being a fellow per instructions above and include acknowledgement of support of the DFEI at UCD.

### **What is a Faculty Roundtable?**

DfEI Faculty Roundtables are held throughout the academic year starting in 2024 and open to all UCD faculty, staff, Auraria Campus schools, other Denver Universities and Colleges with the intent to share their best practices around ethics instruction, classroom experiences, subject specific course materials, and address specific concerns.

Roundtables provide UCD faculty and staff along with invited guests the opportunity to hear about how others teach ethics and implement principle-based ethics in their work or area of expertise.

### **Are there special opportunities available to DfEI at UCD Ethics Fellows?**

Yes, there are sponsored ethics trainings, Ethics OnSite, summits, and seminar events. You may request funding for specific ethics projects, events, classroom materials, and conferences you may wish to attend as pertaining to ethics, . We will include these opportunities on our website.

### **How can we engage students on our campus?**

In addition to classroom learning, DfEI at UCD student engagement activities provide an opportunity to demonstrate an understanding of principle-based ethics, ethical decision-making, and ethical leadership. Student participation in seminars and workshops and ethics case competitions augment the classroom experience and generate further learning. Through our DfEI at UCD Ethics Fellow program, more student engagement opportunities will be available.

If you wish to provide extra credit to students attending an UCD Ethics event, we will provide you a listing of students who attended. For these types of opportunities, please check out Student Opportunities on our [website](#) and we will be sending out emails as well for selected events.

### **Any further questions?**

For any further questions, please contact Alyssa Landa or Gisella Bassani at [DfEI.BUS@UCDenver.edu](mailto:DfEI.BUS@UCDenver.edu).



# DANIELS FUND ETHICS INITIATIVE

## PRINCIPLES

### *Integrity*

Act with honesty in all situations

### *Trust*

Build trust in all stakeholder relationships

### *Accountability*

Accept responsibility for all decisions

### *Transparency*

Maintain open and truthful communications

### *Fairness*

Engage in fair competition and create equitable  
and just relationships

### *Respect*

Honor the rights, freedoms, views, and property of others

### *Rule of Law*

Comply with the spirit and intent of laws and regulations

### *Viability*

Create long-term value for all relevant stakeholders