



College of Business

DANIELS FUND

ETHICS INITIATIVE

Collegiate Program

October Newsletter

October Principle

Fairness

The Daniels Fund defines fairness as engaging in fair competition and creating equitable and just relationships. The importance of organizational justice in the forms of fair pay, fair treatment, and fair access to information has long been demonstrated by management scholars. A meta-analytic review of the research on organizational justice published in 2001 in the Journal of Applied Psychology showed that employees who experience fair treatment are more satisfied with their organization and have more trust in their company’s management. Further, these employees are far more likely to perform their required tasks at a high level and engage in discretionary behaviors benefiting the organization.

October Bulletin

In September, Dr. Chase Thiel was interviewed by Brink News, a digital content platform convening issues of relevance to global organizational leaders, for a segment on workplace monitoring. Dr. Thiel highlighted his research on the self-regulatory risks of monitoring employees and provided commentary on how companies can effectively implement monitoring systems whilst avoiding those risks.

Student Spotlight

Hayden Hassinger

Hayden Hassinger, originally from Cheyenne, WY, is a Senior in UW’s College of Business majoring in Marketing and Sales. Hayden has been active in ethics programming at the University of Wyoming and currently serves as the vice president of the Ethics Club. Hayden would tell you that his time as a student at UW has been transformative and that it has been gratifying to follow in his footsteps in coming to UW. Hayden is passionate about leading people, solving problems, personal growth, professional development, graphic design, and marketing. Hayden hopes to work in marketing analytics upon graduation.



Fellow Spotlight

Quique Girones

Quique serves as Assistant Director of MBA and Assistant Professor of Practice in Global Business & International Marketing. Quique has an MBA from Dundee University in Scotland. Prior to being part of the University of Wyoming, Quique was a global executive who lived on three continents serving as Commercial and Marketing VP of True Global Brands. Furthermore, Quique has been involved in charities as President of the Board of the largest Head Start Rural charity in Utah, as well as Executive Director of the Alzheimer’s Association WYO Chapter. Quique is integrating the DFEI Principles into his Global Business Environment course. His students will use the principles during homework and class discussions to analyze real global/international business ethics cases. Students will propose solutions to the cases from an executive’s perspective by applying the principles.



Program Updates

Student Learning

- The Center for Principle-Based Leadership and Ethics supports two current courses at UW: Principle-Based Ethics and Leadership Fundamentals. Students enrolled in Principle-Based Ethics have been examining ethical behavior through a behavioral ethics lens and developing their own personal code of ethics during the month after a lecture by Kent Noble. During the month of October, students enrolled in Leadership Fundamentals will receive additional instruction from Michele DeHoff (CCO, Jonah Bank), Mandy Fable (CEO, Leadership Wyoming), and John Griffin (Member of the Black 14).

Community Involvement

- This month, the Center for Principle-Based Leadership and Ethics will introduce the Daniels Fund Ethics Initiative (DFEI) Principles to approximately 250 Laramie County employees in Cheyenne. Participants will use the principles as the foundation upon which they build their personal codes of ethics. They will also reflect upon the DFEI Principles as they consider their personal brands and how they want to be known. We wish to thank Heather Rudy, the Director of Human Resources of Laramie County, for coordinating these sessions.

Business Community Involvement

- On October 7th, the Center for Principle-Based Leadership and Ethics will present on how the UW College of Business aims to develop principle-based leaders among their stakeholder groups to business professionals at the Jackson Leadership Conference in Jackson Hole, WY. Dr. Chase Thiel will also collect feedback from the attending business community on how principle-based leadership is manifested and how it can best be taught.

Outreach

- In early October, the Center for Principle-Based Leadership and Ethics is conducting a Values Retreat for the University of Wyoming Foundation (UWF). The purpose of the retreat is to lay the foundation for a highly-desirable workplace culture. Employees are selecting organizational values from several predetermined possibilities based on the following prompt, “My ideal place to work advances and encourages _____.” Once the results have been determined, UWF employees will work in small groups to create principles for each of the values. The objective is to use the principles as a guide for UWF decision-making and behavior. At a future session, the UWF will also introduce a comprehensive plan for integrating the new principles into its culture.

October Events

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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2	3 Ethics Presentation for FBLA members Laramie, WY Values Retreat for the UW Foundation	4	5 BBB Board of Advisors Meeting UW Ethics Club Meeting Laramie, WY	6 NASBA Center for the Public Trust Board Meeting	7 Principle-Based Ethics Presentation at Jackson Leadership Conference	8
9	10 UW Ethics Club Officer Meeting Laramie, WY Ethics Presentation for Laramie County Government Personnel	11	12 Ethics Presentation for UNC Monfort College of Business	13 Leadership Talk by Michele DeHoff COO, Jonah Bank	14	15 Ethics Presentation for Flaherty Family Scholars
16	17	18	19 UW Giving Day Begins Laramie, WY UW Ethics Club Meeting Laramie, WY	20 UW Giving Day Ends Laramie, WY Leadership Talk by Mandy Fable CEO, Leadership Wyoming	21	22
23	24 UW Ethics Club Officer Meeting Laramie, WY	25	26	27 Leadership Talk by John Griffin (The Black 14)	28	29
30	31					