



April 1, 2020

Ms. Jennifer Nelson, Executive Director
Uncommon Friends Foundation
PO Box 811
Fort Myers, FL 33902-0811

Dear Ms. Nelson:

I would like to thank the Uncommon Friends Foundation (UFF) for its generous contribution to Florida Gulf Coast University (FGCU) to establish Uncommon Friends Chair in Ethics endowment in 2004. The Uncommon Friends Foundation's gift has enabled many accomplishments, and I wanted to provide you with an update on those activities for this past year.

I have maintained the practice of including Uncommon Friends Foundation Business Ethics Award companies (and other excellent companies) as places for my students in MAN 3063 "Organizational Ethics and Values" to study. I very much appreciate the support of CRS Technology, Sunshine Ace Hardware, Ted Todd Insurance, Conditioned Air, PBS Contractors as well as Arthrex, Storm Smart, Allyn International, Chris-Tel Construction, Hertz Corporation, and Edison National Bank. This academic year I have also had as guest speakers in my class from Sunshine Ace Hardware, Edison National Bank, The Leadership Culture, and Chico's.

As you know, the endowment funds have served as the financial basis for the annual "Celebrating Ethical Leadership in Southwest Florida" luncheon that the UFF and FGCU have co-hosted on the FGCU campus for the past 14 years. We had presentations by the three finalists for the Uncommon Friends Foundation Business Ethics Award and the event was attended by over 40 prominent people in the community. I served as head judge for the event and CRS Technology's Jordi Tejero and FGCU's Diana Fandel comprised the committee.

I was pleased to provide a report of the endowed chair activities at the Uncommon Evening gala and co-present the award winner.

The Uncommon Friends Foundation endowment funds also have enabled me to support a number of ethics-focused initiatives. Here is a subset of those activities: I spoke at the Lee County Visitor's Bureau, the Fort Myers Rotary Club, and the Southwest Florida Historical Society.

We held the third annual FGCU High School Ethics Case Competition. That was a wonderful collaboration among the Uncommon Friends Foundation, Lee County Schools, and FGCU. I received a variety of communications afterward including handwritten notes from some students. All expressed their appreciation for this event.

I also hosted the third annual FGCU Ethics Case Competition on our campus. The winner of this competition was then designated to represent FGCU at the University of Arizona competition, our second entry there. For the fourth time we sent a team to the Southeast Regional Business Ethics Case Competition at Stetson University. Each time I have been joined by other faculty in preparing the teams, so I want to thank Craig Randall, Ashley Mandeville, Jerry Schoenfeld, and Chrissann Ruehle, in particular.

We also sponsored the 4th Annual Distinguished Speaker in Ethics Series, which was held on February 19, 2020. Recent Walmart CEO, Mike Duke was the distinguished speaker and the attendance may have been the largest in LCOB history. Two hundred will probably remain our target for this event.

Finally, the endowment has facilitated my own scholarly research in the past year. For example, it permitted me to have accepted at The Academy of Management Conference, "Moral Identity and the Influence of PBL-E: A DSR Approach" with Chrissann Ruehle and Jennifer Manegold, Academy of Management, Boston, MA, August 2019. Also, with John Parnell, I presented "Comparing and Contrasting Objectivist Capitalism and Conscious Capitalism," at The Association of Private Enterprise Education Conference, Nassau, Bahamas, April 2019.

Some other scholarly output during the year included:

**Larson-Garcia, C., Dent, E. B., & Wharff, D. (revise and resubmit). Mindfulness: A practice for improved middle manager decision making. *International Journal of Management Reviews*. (PRJ, D) (## A).

**Long, Z., Parnell, J. A., & Dent, E. B. (2019). Individualism, collectivism and management in China: Does Atlas shrug in China? *Journal of Asia Pacific Business*, 20(3), 166-188. (PRJ, D) (## C).

**Randall, C., & Dent, E. B. (2019). Reconciling the historical divide between strategy process and strategy content. *Journal of Management History*, 25(3), 401-427. (PRJ, L) (## A).

This paper received the Top Tier Award for a scholarship submission, Lutgert College of Business, 2020.

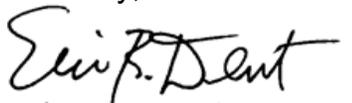
Dent, E. B. (2019). MSR 2.0: Spirituality plus religion. In J. Marques (Ed.), *The Routledge companion to management and workplace spirituality*, (pp. 74-87). New York: Routledge.

A monthly newspaper business column that runs in The Robesonian. Although the topics are typically more general than just ethics, I did write columns such as “Corporate responsibility? Not living off taxpayers.”

It has been my honor to serve as the Uncommon Friends Chair in Ethics during the 2019-2020 academic year at Florida Gulf Coast University. Once again, I want to thank the Uncommon Friends Foundation for its generous support in the establishment of this endowment.

I would also like to thank Brian Rist and the Rist Family Foundation for making a \$250,000 pledge this year to the Newton Ethical Leadership Initiative.

Sincerely,

A handwritten signature in black ink that reads "Eric B. Dent". The signature is written in a cursive style with a large initial "E".

Eric B. Dent, Ph.D.

Uncommon Friends Endowed Chair Professor of Ethics