**Appendix 1 “Executing the REDM Model”**

**Overview, Objectives and Instructions:**

At the beginning of this decade, our world ebbed and weaved as several large organizations filed for bankruptcy or were prosecuted by the Securities and Exchange Commission (SEC) for accounting and or financial fraudulent behavior. These failures may have been avoided if ethical practices were followed and upheld. Ethics is a big part of the current discourse in accounting and the discussions surrounding ethical behavior in the financial industry. Each of our accounting, financial, and related professions and society, as a whole, expects us to act in an ethical manner throughout our life experiences, and especially in our work environments. Attached is a “model” I have created to illustrate how students can reflect on personal orientations to ethical behavior and lifelong values. This model will be used along with case examples to help students identify and develop the personal philosophical values and other ethical dimensions they can use to navigate ethical situations; they will encounter in their life’s experiences. This process is also used to further students’ understanding of the issues of ethical dilemma, which professionals and specifically decision makers face in their professions every day.

1. The *Reflective Ethical Dimension Model (REDM) can* be usedto help students develop a Personal Ethical Code Contract (PECC). This PECC is used to respond to the ethical situations and or dilemma. (Figure 3 illustrates my PECC; “guided by my conscience” and shows the steps of the REDM used to make this determination.

2. Follow the outline of the steps in the Model and the questions noted to help you develop the ethical acumen to respond to the ethical situation(s) you encounter.

3. Following the steps in the model you will:

1. Decide on your Philosophical Belief: Humanistic Philosophy or Progressive Philosophy, etc. (You may need to do some research here for various types of philosophies to see which you identify with).
2. Once you have decided your Philosophical Belief, familiarize yourself with the nuances of your philosophical belief system by asking yourself the following questions:
* What is the Nature of my reality?
* What is the Nature of my being Human?
* What is the Nature of my meaning making?
* How does my intellect different from other life forms?
* How do I facilitate and encourage self-direction?

 C. Identify and select the inputs used to guide personal ethical code development process:

* Choose your personal values components
* Choose your moderator (self-directed learning) component
* Choose your personal ethical orientations

 D. Develop your Personal Ethical Code Contract (PECC), using the selected inputs

 E. Practice using the PECC to respond to ethical dilemma and situations (see step 2)

2. Ethical Dilemma or Situation Response

Students are directed to respond to an ethical dilemma or situation as follows:

A. Think of a time/situation in your work or educational experience when your ethical values were challenged (**or use the case examples assigned**). Use your personal PECC (developed in instruction#1) to determine how you would or should have responded to this situation. Use the following questions as your guide:

* What was the experience or issue? Explain what happened
* What were the specific key facts in the situation or case?
* What are my options, given this situation?
* What benefits may arise as a result of my options?
* What disadvantage may arise as a result of my options?
* Is this the best decision, or best time to make this decision?
* If I were advising a friend, would I have suggested they make this same decision?
* Based on my decision, how will I feel afterwards?
* Based on my decision, how might the people I cherish and value fee/ about me?