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EHE-EMET initiative & approach : Higher Education Ethics Model of Excellence Tool [HE-EMET - an approach to transforming and achieving ethical academic excellence in higher education institutions"]

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EHE-EMET INITIATIVE & APPROACH

HE-EMET

Higher Education
Ethics Model of Excellence Tool

Ethics for

- Institutions
- Staff
- Students
- Professions

Background

- Ethics in Higher Education Programme was Launched in 2016
- T-o-T designed and pilot tested in Kenya, Nigeria and South Africa in 2017-2018
- Conducted a EHE Survey on the development of the Ethics Model of Excellence (EMET) in 2020
- Design & Development of a Pilot Programme for Benchmarking, Monitoring & Evaluation (EMET) in 2020 -2021 – Phase I
- Extended Pilot Phase II in Rwanda, Bulgaria and Ghana 2022
- Implementation and Certification of EHE Trainers & Assessors – Phase III in 2023

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EHE Pilot Training of Teachers / Trainers in 2017-2018



EMPOWERING, TRANSFORMING HIGHER EDUCATION INSTITUTIONS THROUGH A HOLISTIC APPROACH & INTEGRATION OF INTEGRITY IN TEACHING & RESEARCH FOR COMPETENCE AND SUSTAINABILITY

UNISA university of south africa

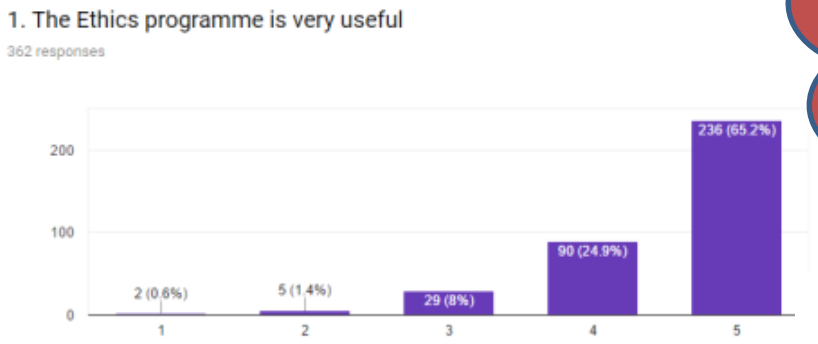
GODFREY OKOYE UNIVERSITY UNITY OF KNOWLEDGE

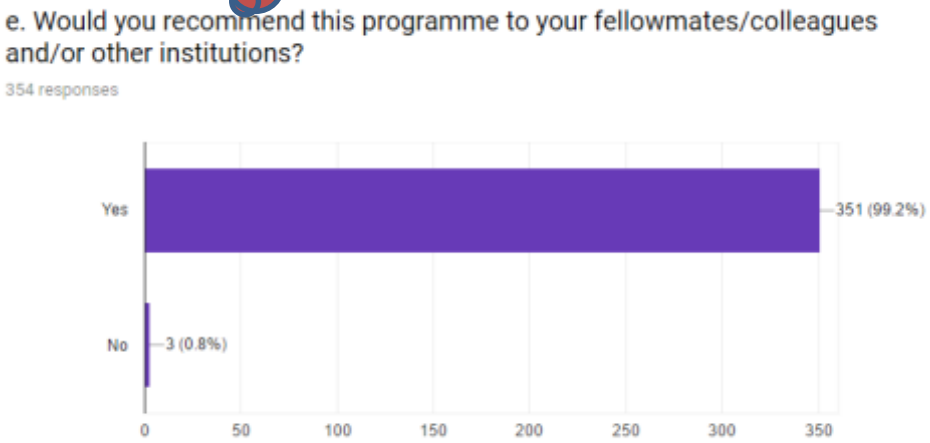
University of Nigeria
to restore the dignity of man

EHE Pilot Training of Teachers/Trainers in 2017-2018 - Nigeria

Training Evaluation in Nsukka (366 Responses)

92% of participants consider the programme to be useful and 99% of participants would recommend the programme





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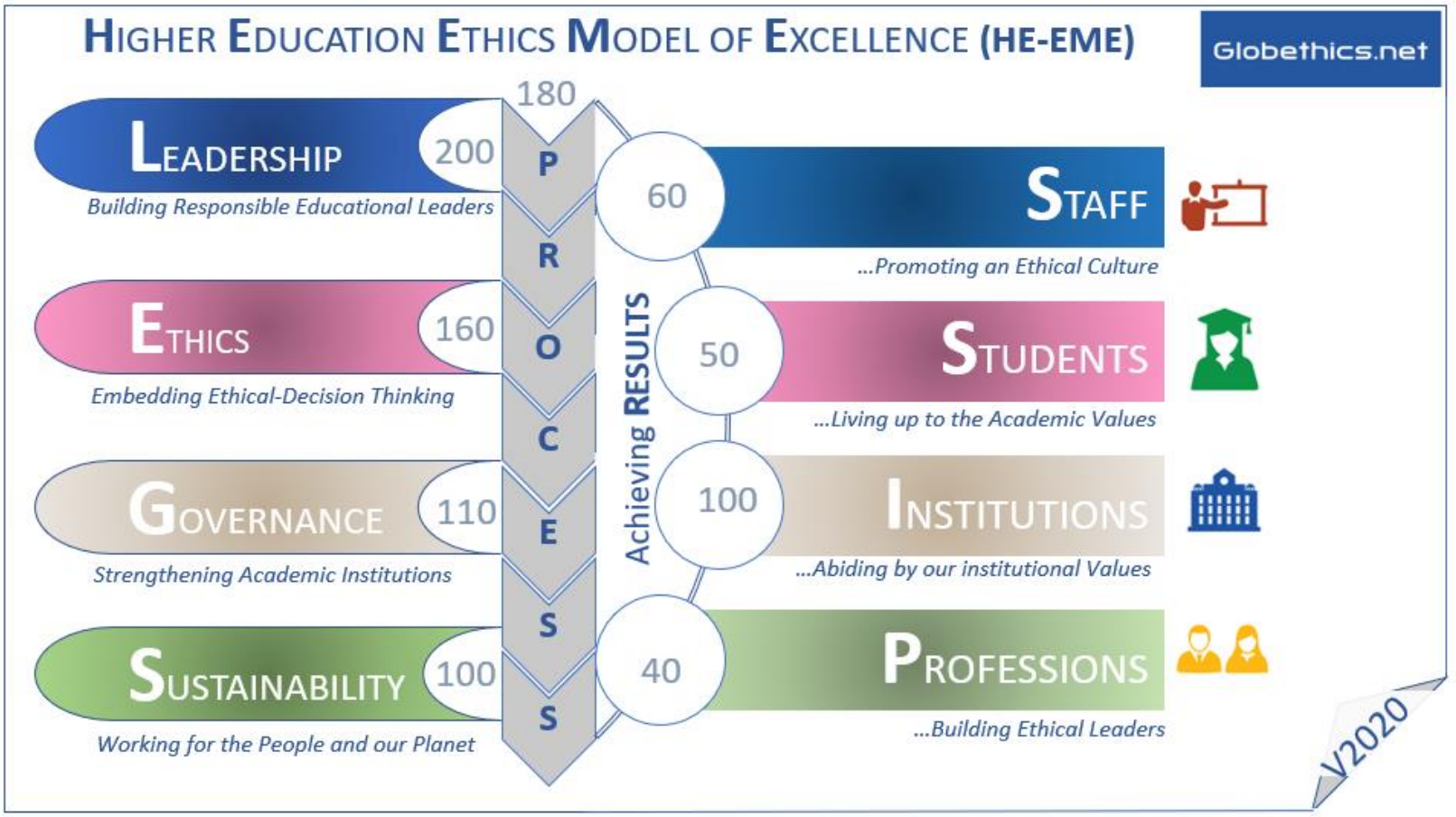
HE-EMET

Higher Education
Ethics Model of Excellence Tool

An Ethics Performance Management System &
Self-Assessment Tool for Benchmarking,
Monitoring & Evaluation of Academic Institutions

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WHAT IS EMET?



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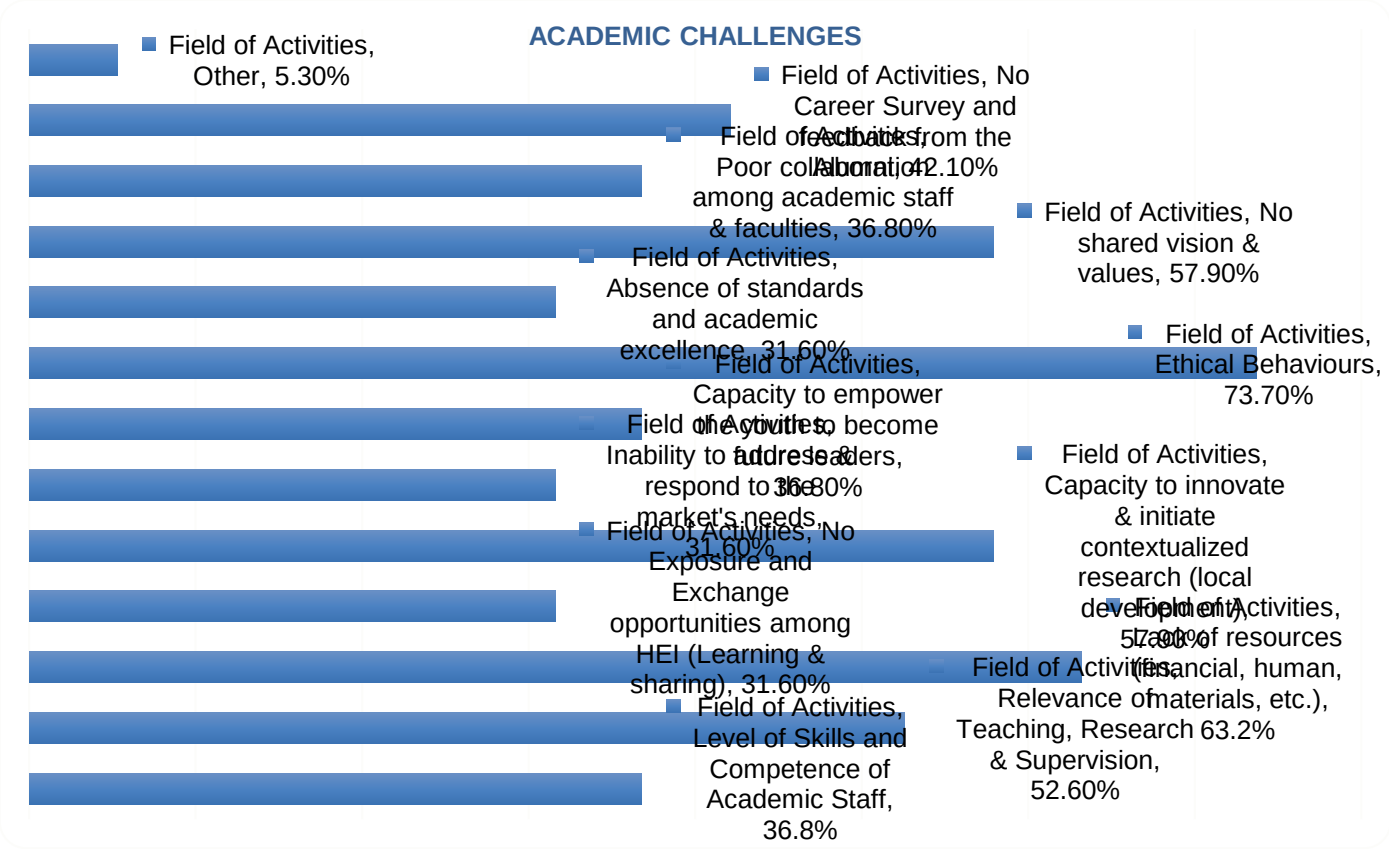
EMET Key Objectives

- Reawaken academic consciousness to embrace the benefits of ethical behaviours
- Embed Ethical leadership in HEIs at all levels of academic operation and beyond
- Promote Integrity and Transparent stewardship
- Build ethical Competencies and Skills
- Encourage ethical outcomes in teaching, learning and research
- Develop ethical professional pride and appreciation of personal achievement and service to humanity
- Establish High Ethical standards in HEIs Management System and beyond!

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Why EHE-EMET?

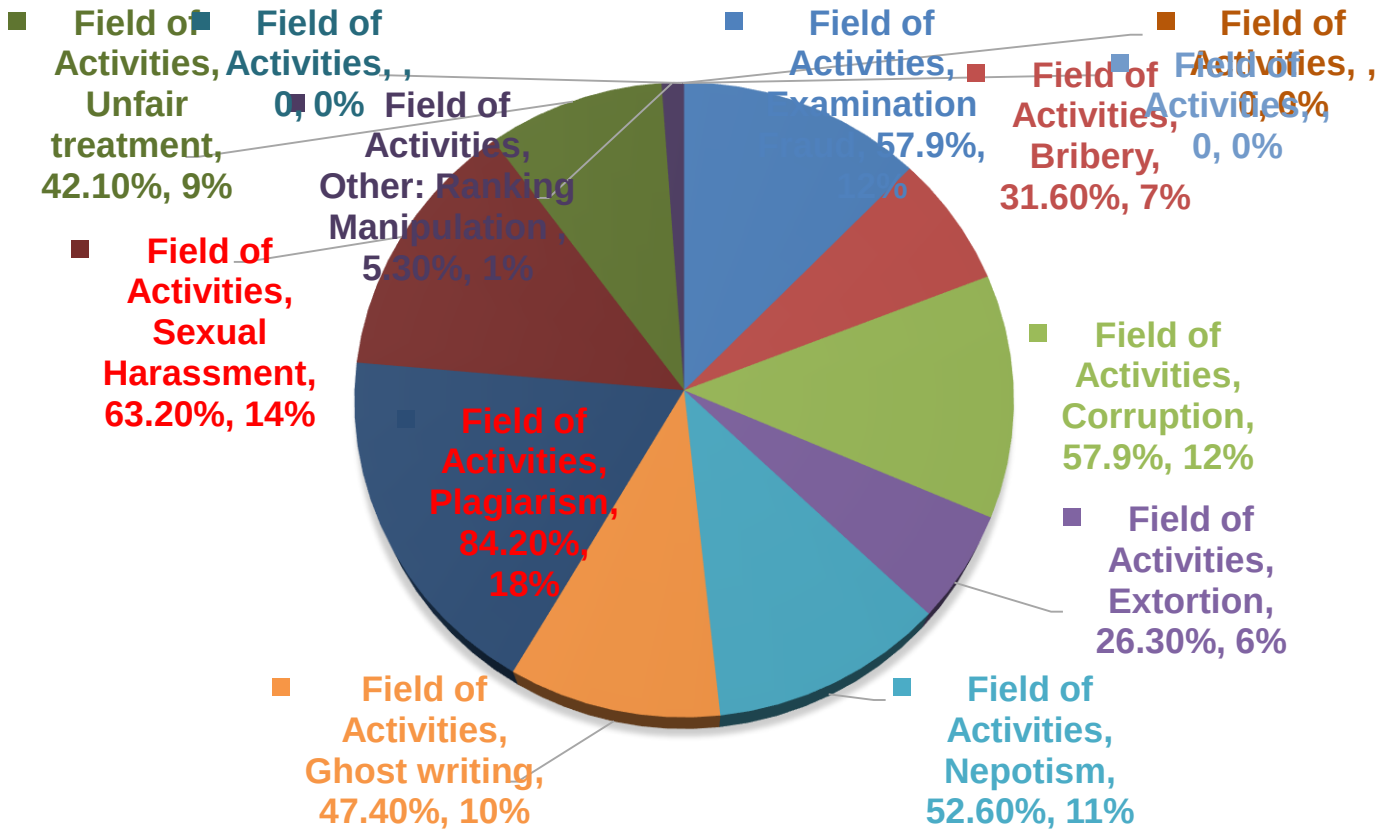
International Survey on Major Challenges/Gaps faced by HEIs in their country



Source: EHE-EMET Survey Results 2020

WHY an Ethics Performance Management System?

Most Common Unethical Behaviours



Source: EHE-EMET Survey Results 2020

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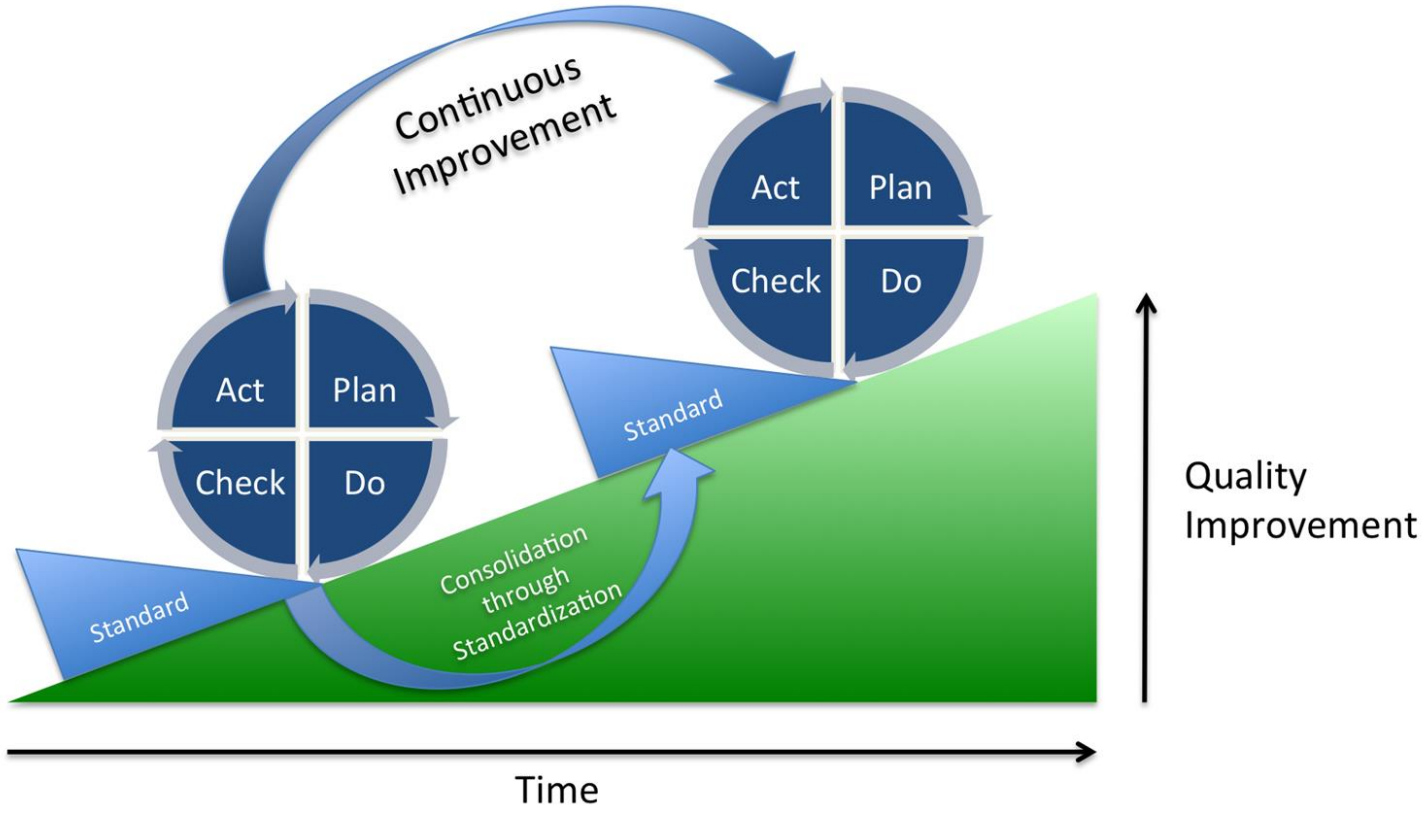
Establish An Effective Ethics Performance Management System

AN INTEGRATED ETHICS FRAMEWORK	
Framework ❑ Respect the law ❑ Refer to the Code of Conduct ❑ Align with internal Procedures & Guidelines	**Values & Principles** ❑ Ethics & Leadership ❑ Transparency & Accountability ❑ Sustainability
Academic Community's Involvement ❑ Leaders & Management Commitment ❑ Reliable & Committed Staff ❑ Stakeholders' Consultation	**Internal Management Systems** ❑ Ethics Office ❑ On-going Training Programme ❑ Communication Strategy ❑ Monitoring & Evaluation (M&E) ❑ Audit & Controlling ❑ Reporting

N. Balgobin, 2013, Adapted from Model of an Ethics Integrated Management System

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Based on Quality Management Approach



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Align to International Standards







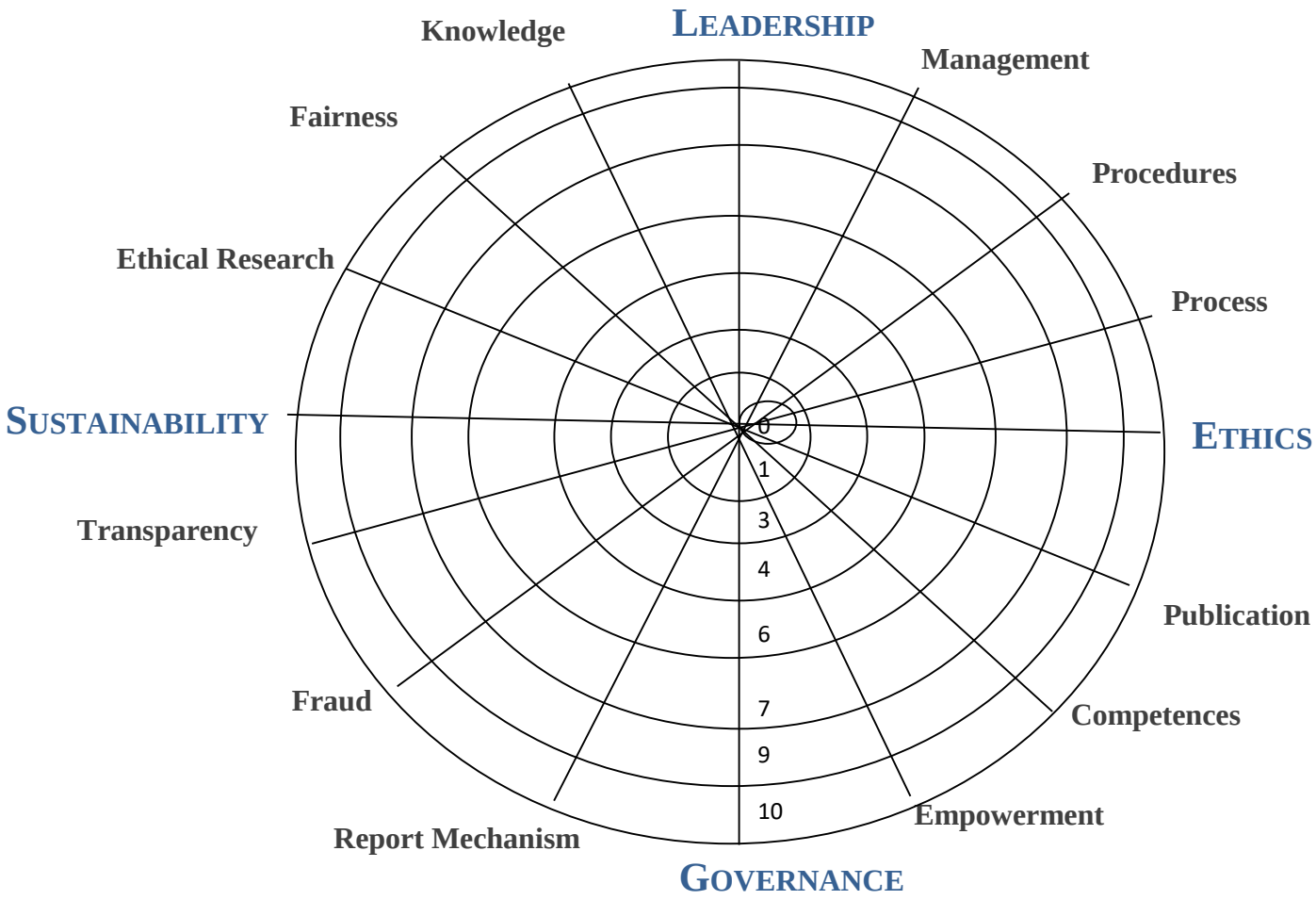






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..QUALITATIVE Results



EXTERNAL AND/OR SELF-PERFORMANCE ASSESSMENT

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Quantitative Results

- Individual Institution results
- Number of Areas of Improvement
- Displays benchmarks



** Design subject to changes*

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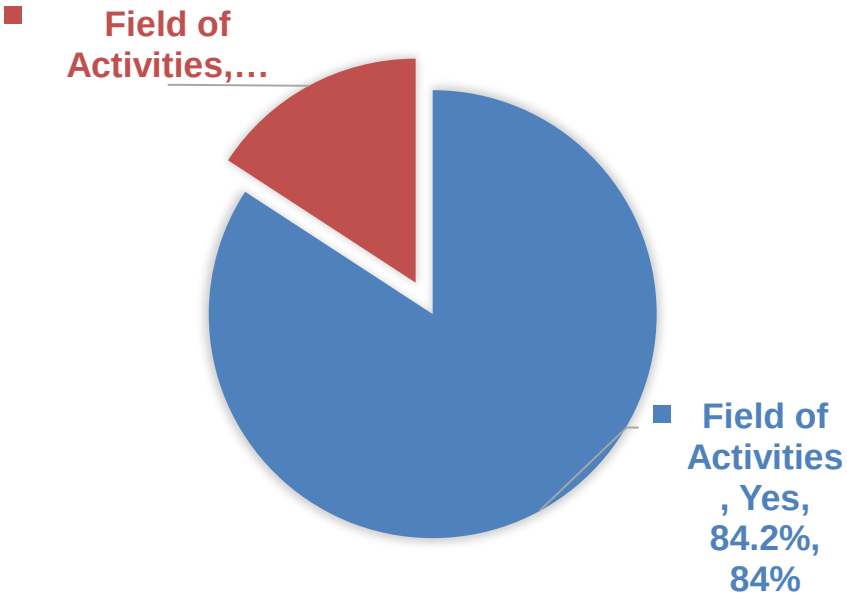
Key Features from EMET

As an evaluation Tool, it enables to assess among others the following:

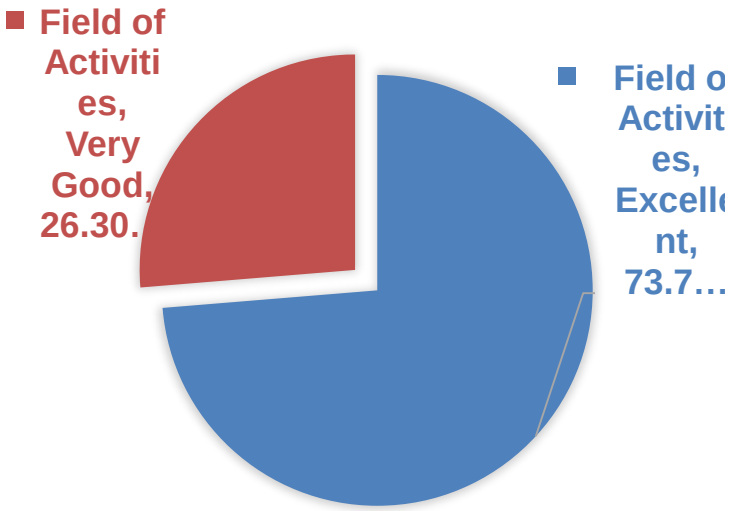
- Ethical performance of Top Management, Administration, Academic Staff of HEIs and the Ethics Directorate
- Internal governance and quality assurance mechanisms of HEIs
- Behaviors and Leadership of all levels of staff
- Application of Ethical criteria for admission and graduation of students
- Use of values-based criteria for recruitment, evaluation and promotion of staff
- Effective compliance to national Education Policies & regulations
- Level of commitment and approach on environmental issues
- Capacity of universities to promote ethics with its stakeholders

EHE-EMET Survey Results 2020

EMET Contribution to HEI's Global Ranking



Rating of the EMET's initiative



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Overall Benefits Of An Ethics-driven Institution

- Strengthen the overall performance of the institution
- Create an ethical culture based on values
- Improve the institution's reputation and image
- Become attractive to new professors and talents
- Retain staff and encourage loyalty
- Gain global recognition from peers
- Provide confidence to stakeholders
- Attracts more grants and research funds
- Create a motivational and trusty working environment

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Thank you

شكراً جداً merci teşekkürler ngiyabonga kealeboga baie dankie diolch yn fawr धन्यवाद 謝謝 tatenda asante sana gracias ありがとうございました Спасибо mazvita siyabonga medase grazie adube oshe dankjewel mulţumesc obrigado/a akwaba dalu Dankie Kea leboha Ngiyabonga Enkosi Danke

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