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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



**E**MPOWERING, **T**RANSFORMING  
**H**IGHER **E**DUICATION **I**NSTITUTIONS  
THROUGH A **H**OLISTIC APPROACH &  
INTEGRATION OF **I**NTEGRITY IN  
TEACHING & RESEARCH FOR  
**C**OMPETENCE AND **S**USTAINABILITY

UNISA



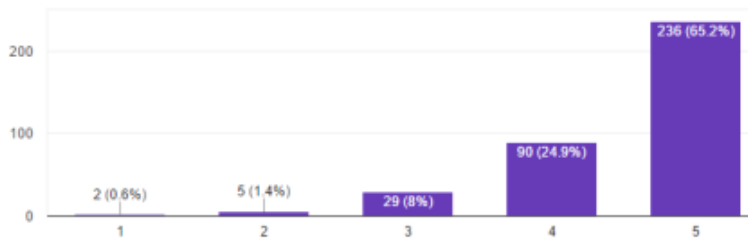
**University of Nigeria**  
to restore the dignity of man

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

## Training Evaluation in Nsukka (366 Responses)

1. The Ethics programme is very useful

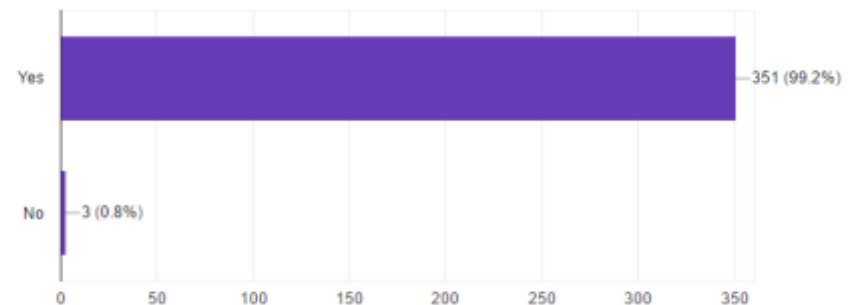
362 responses



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

e. Would you recommend this programme to your fellowmates/colleagues and/or other institutions?

354 responses



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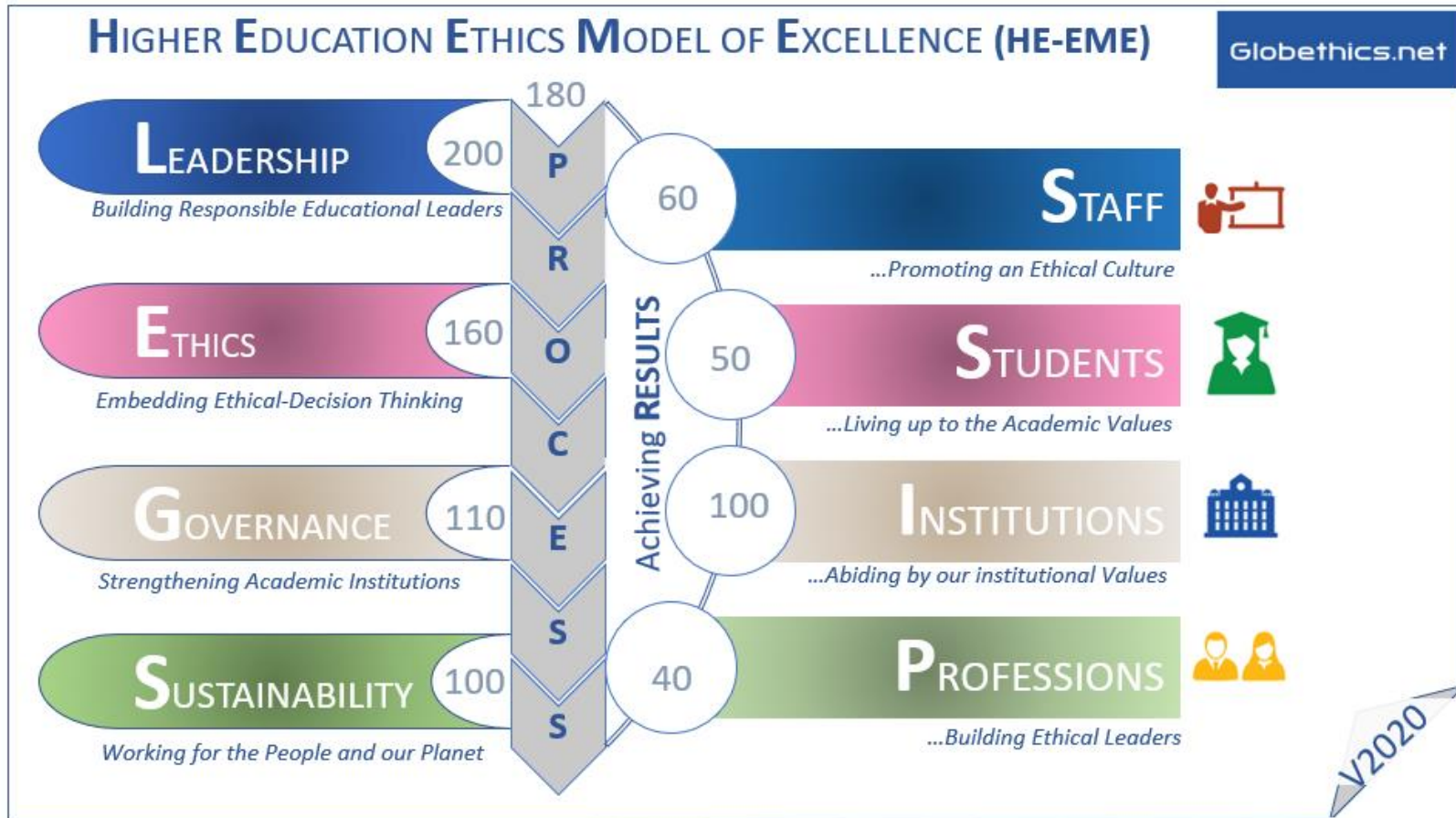


# HE-EMET

## Higher Education Ethics Model of Excellence Tool

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

# WHAT IS EMET?

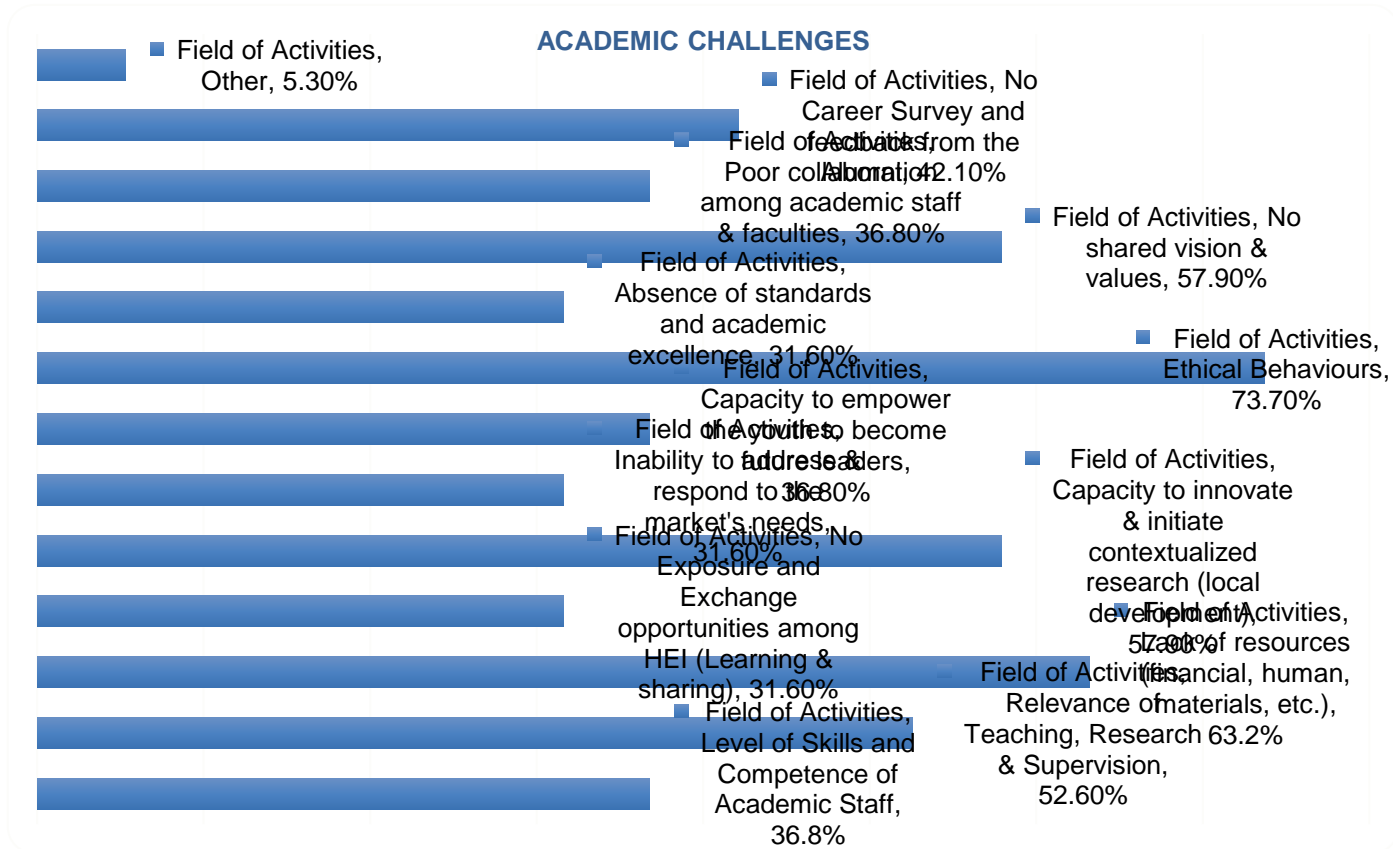


# EMET Key Objectives

- 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!

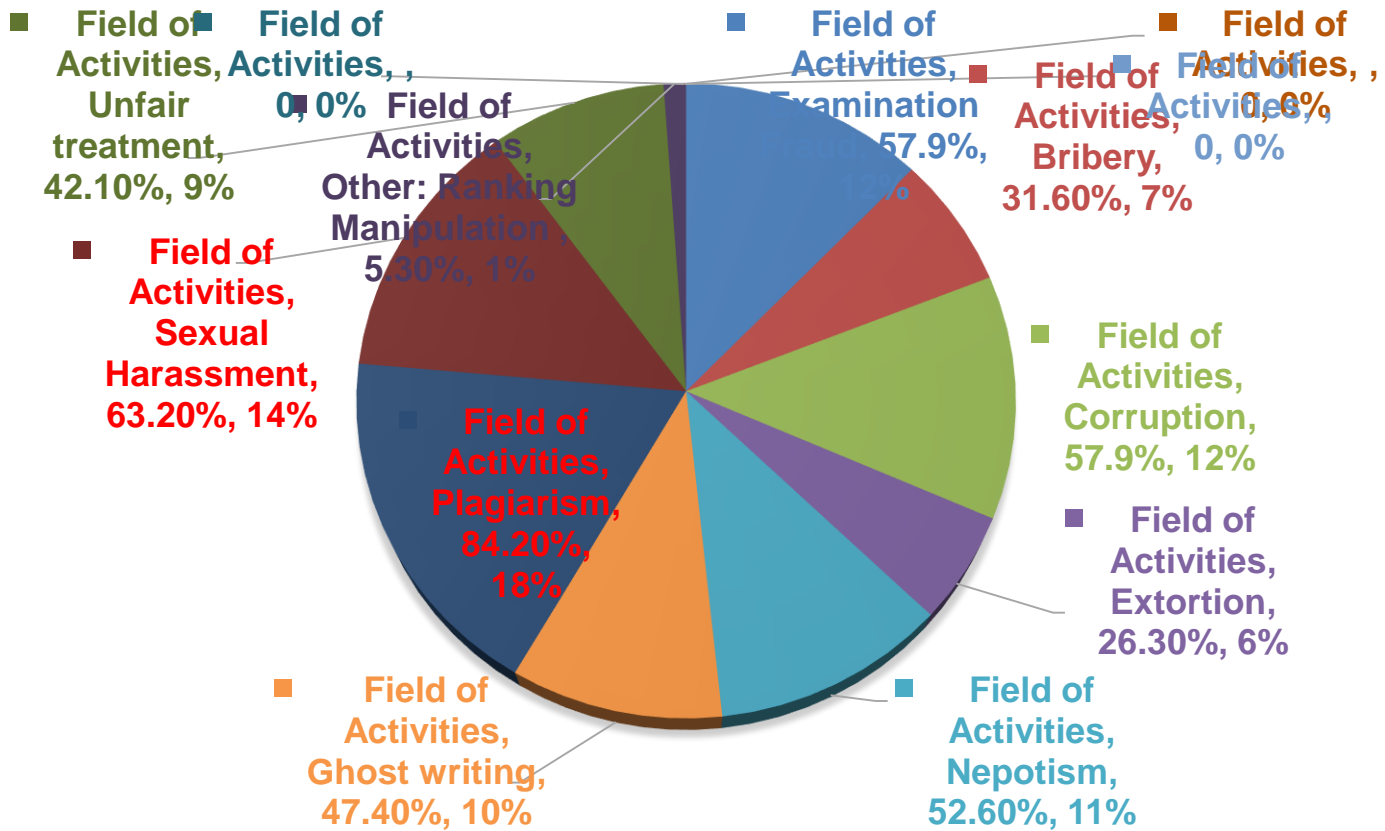
# Why EHE-EMET?

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



# WHY an Ethics Performance Management System?

## Most Common Unethical Behaviours



# 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

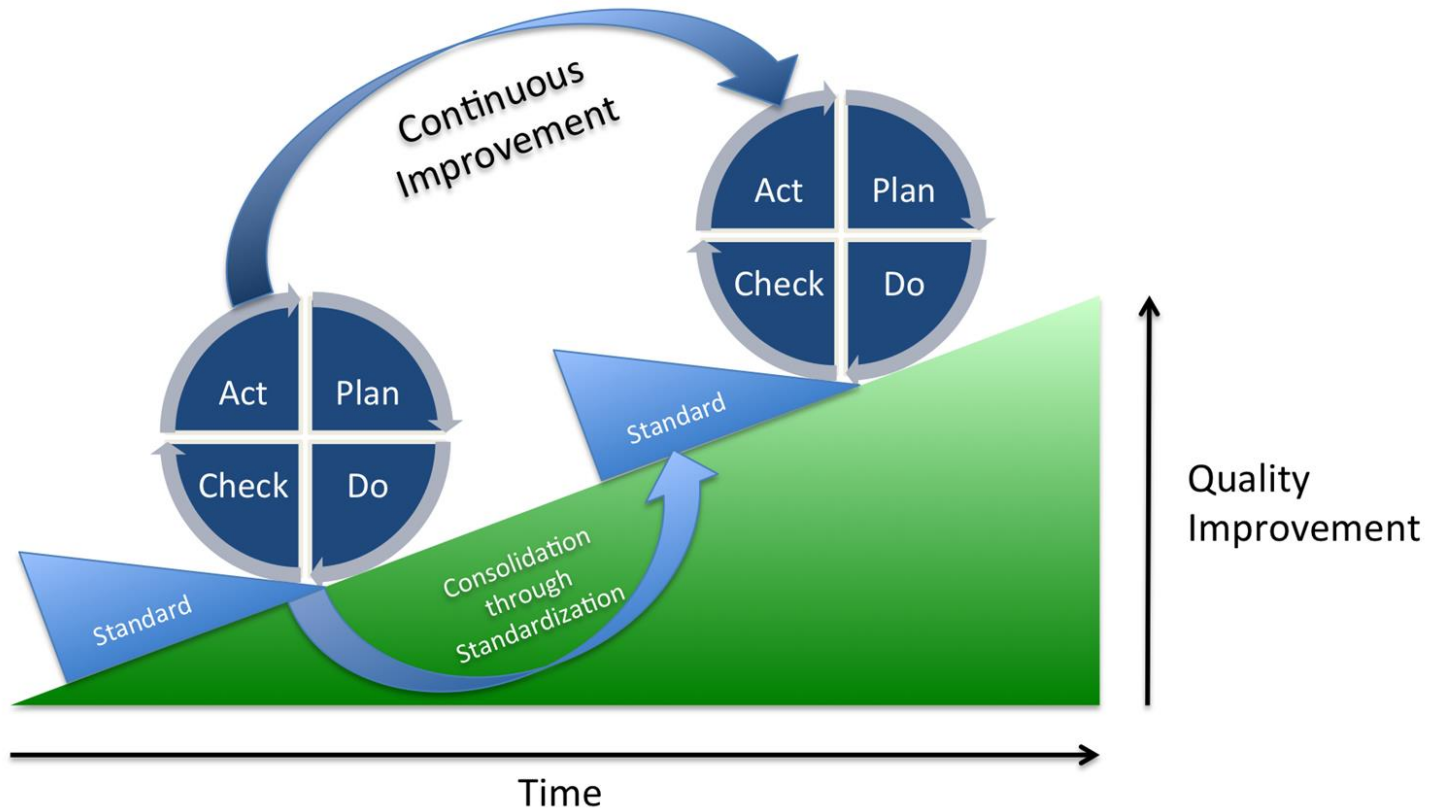
### Academic Community's Involvement

- Leaders & Management Commitment
- Reliable & Committed Staff
- Stakeholders' Consultation

### Internal Management Systems

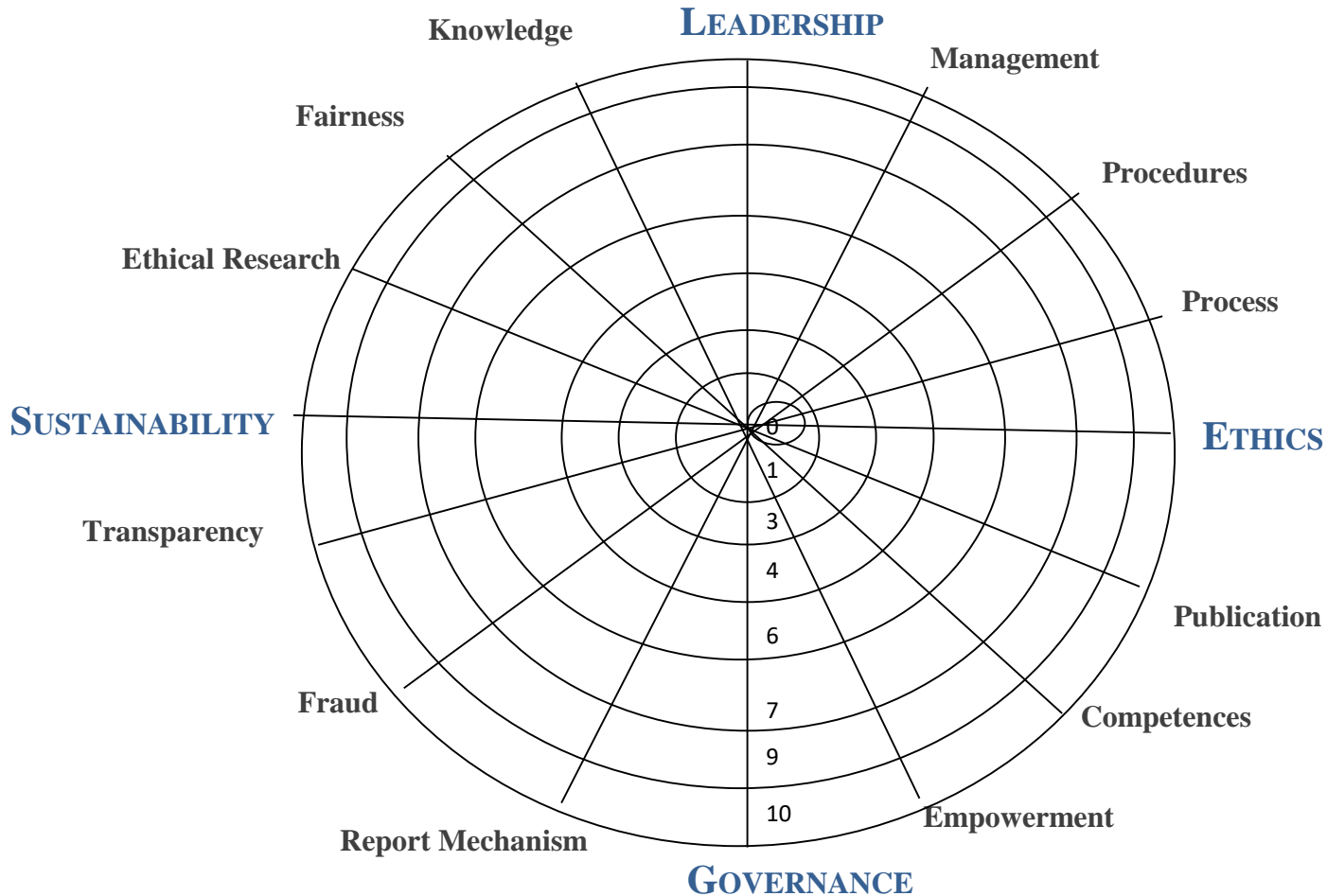
- Ethics Office
- On-going Training Programme
- Communication Strategy
- Monitoring & Evaluation (M&E)
- Audit & Controlling
- Reporting

# Based on Quality Management Approach



# Align to International Standards

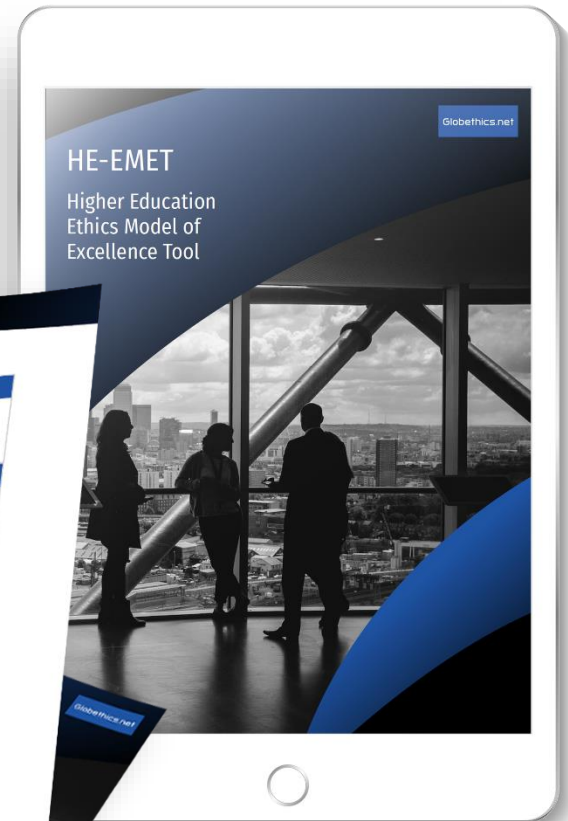
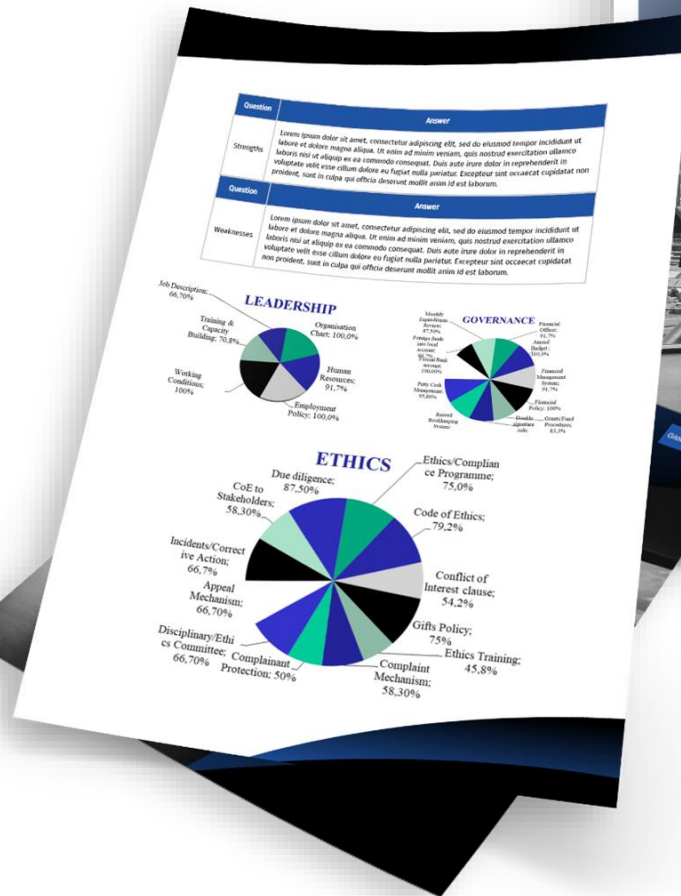




**EXTERNAL AND/OR SELF-PERFORMANCE ASSESSMENT**

# Quantitative Results

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



\* Design subject to changes

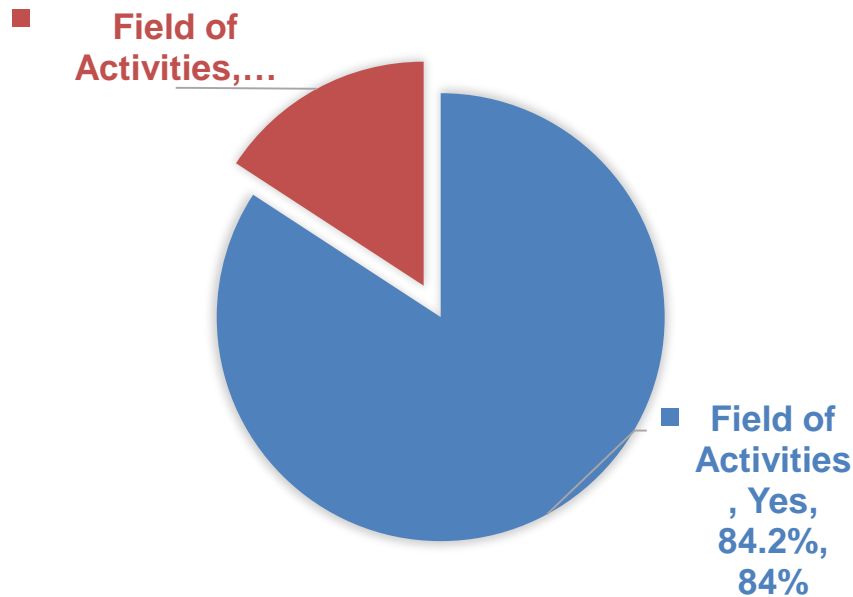
# Key Features from EMET

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

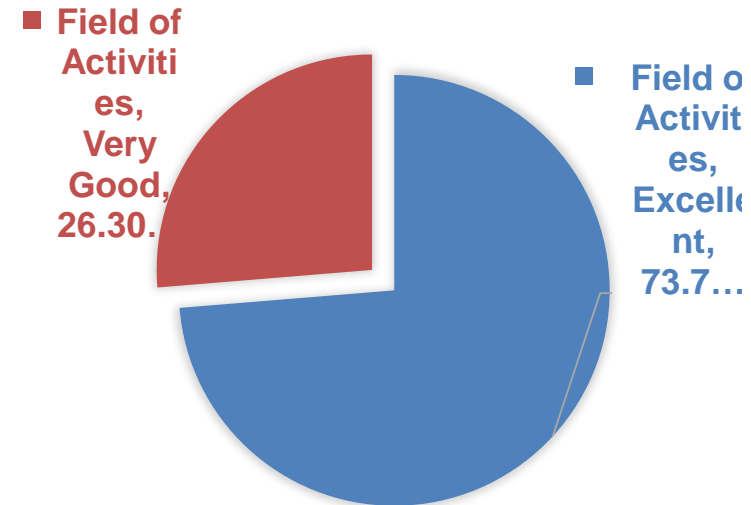
- Ethical performance of Top Management, Administration, Academic Staff of HEIs and the Ethics Directorate
- Internal governance and quality assurance mechanisms of HEIs
- Behaviors and Leadership of all levels of staff
- Application of Ethical criteria for admission and graduation of students
- Use 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



# 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

جداً شكراً 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す Спасибо mazvita  
siyabonga medase grazie adube oshe dankjewel  
mulțumesc obrigado/a akwaba dalu Dankie Kea leboha  
Ngiyabonga Enkosi Danke

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