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Day 3: Ethics In Leadership



The third session of the Leadership Institute will focus on Ethics in Leadership. The session will be facilitated by Jasper Hunt.

Jasper has been involved in leadership for over 30 years. He has an interest both in the practicalities of "real world" leadership and an equally keen interest in theoretical issues in leadership. He has been a senior mountaineering instructor with various Outward Bound Schools, has taught leadership courses at Minnesota State Mankato for 23 years and has consulted nationally with various institutions, on matters involving ethical issues in leadership. He is familiar with the

close connection and interface between ethics and the law on matters involving ethics and leadership. This session will be highly interactive and will involve some lecture, and lots of discussion and dialogue. He is currently a professor in the Department of Educational Leadership, where he developed the original "Ethics and Leadership" graduate seminar for that department, and he offers that seminar on a regular basis.

What is Ethics? (by definition):

1. Motivation based on ideas of right and wrong. See: wordwebonline.com/en/ETHICS
2. A. A set of principles of right conduct.
B. A theory or system of moral values: "An ethic of service is at war with a craving for gain." See: thefreedictionary.com/ethics
3. The rules or standards governing the conduct of a person or the members of a profession. See: thefreedictionary.com/ethics

Ethics for the State Employee by Lori Lamb

As leaders at Minnesota State Mankato, it is essential that each of us understands our ethical responsibilities, both in terms of our own behavior and in terms of what to do if we observe others behaving in ways that are unethical.

This Leadership Institute session focuses on ethical decision making, and it is important that you as leaders understand the formal

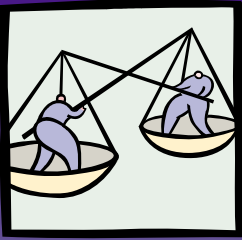
ethical context in which you work.

The following ethical laws, regulations and policies govern all of us as state employees. I have also provided some information on what to do if you believe anyone is acting in violation of these rules.

State Ethics Law -- Minn. Stat. 43A.38
([http://ros.leg.mn/bin/getpub.php?](http://ros.leg.mn/bin/getpub.php?pub-type=STAT_CHAP_SEC&year=curren§ion=43a.38)

[pub-type=STAT_CHAP_SEC&year=curren§ion=43a.38](http://ros.leg.mn/bin/getpub.php?pub-type=STAT_CHAP_SEC&year=curren§ion=43a.38))
Important features include: regulating the types of gifts you may receive; indicating that you can use state property only for state business and not personal use (other than minimal use of email); and, avoiding conflicts of interest.

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[www.mnsu.edu/
humanres/profdev/](http://www.mnsu.edu/humanres/profdev/)

The following is a list of other resources which may be useful to you.

Ethics Updates:
[http://ethics.acusd.edu/
index.asp](http://ethics.acusd.edu/index.asp)

Ethics Resource Center:
<http://www.ethics.org/>

International Business Ethics
Institute:
[http://www.business-
ethics.org/](http://www.business-ethics.org/)

Association for Practical and
Professional Ethics:
[http://www.indiana.edu/
~appe/](http://www.indiana.edu/~appe/)

Center for Ethical Business
Cultures:
[http://www.cebcglobal.org/
Overview/Overview.htm](http://www.cebcglobal.org/Overview/Overview.htm)



Ethics for the State Employee, Cont'd

MnSCU Board Policy 1C2 – Fraudulent & Other Dishonest Acts

([http://www.mnscu.edu/board/
policy/1c02.html](http://www.mnscu.edu/board/policy/1c02.html))
Indicates that fraudulent and other dishonest acts are not tolerated. If you believe someone has committed fraud or some other type of dishonest act, you should report that matter to **Carol Stallkamp, Office of the President, 389-1111**. Carol will then follow the appropriate protocol for following up on the matter. Types of conduct that fall under this policy include,

but are not limited to:
a. Misusing state property (for personal use, not state use),
b. Falsifying time sheets,
c. Theft or destruction of state property,
d. Forgery,
e. Unauthorized use of university systems or information,
f. Willful violations of laws, regulations or policies.

This policy specifically provides that anyone making a report of fraud or dishonest acts will be protected from retaliation or reprisal. Persons found to have committed fraud or any other dishonest act may be subject to discipline, up to and including termination from employment.

Silent Witness Report

In an effort to promote reporting of fraudulent acts, we have created the **Silent Witness Report** web page where individuals can make an

anonymous complaint. To make a complaint go to: [http://
www.mnsu.edu/security/
silentwitnessreport.php](http://www.mnsu.edu/security/silentwitnessreport.php). Because this is a web page, we are not able to track the source of the report.

MnSCU Board Policy 5.22.1 – Acceptable Use of Com- puters & Information Tech- nology

([http://www.mnscu.edu/board/
policy/522.html](http://www.mnscu.edu/board/policy/522.html))
Essential elements of this policy provide certain things you may not do such as: share passwords or give passwords to others; circumvent security controls; change, conceal, or forge their identification while using our technology, e.g. email; install unapproved software; interfere with others' use of systems; or, engage in inappropriate uses which include:
a. activities that violate State or federal law or regulation;
b. wagering or betting;
c. harassment, threats to or defamation of others, stalking, and/or illegal discrimination;
d. fund-raising, private business, or commercial activity;
e. storage, display, transmission, or intentional or solicited receipt of material that is or may be reasonably regarded as obscene, sexually explicit, or pornographic (unless there is an academic purpose);
f. "spamming" through widespread dissemination of unsolicited and unauthorized e-mail messages.

Minnesota State Mankato's Computer Use Policy([http:// www.mnsu.edu/acadaf/pdfs/ ITS.pdf](http://www.mnsu.edu/acadaf/pdfs/ITS.pdf))

Reinforces the MnSCU policy with some more specific information.

Minnesota State Mankato's Cell Phone Policy ([http://www.mnsu.edu/acadaf/ pdfs/](http://www.mnsu.edu/acadaf/pdfs/)

[CellPhonePersonalUsePolicy.pdf](http://www.mnsu.edu/acadaf/pdfs/CellPhonePersonalUsePolicy.pdf))
Cell phones are purchased only for those people with clear institutional needs (not for personal benefit). Employees may make reasonable use of cell phones if it does not distract from their work AND the use results in incremental cost that is too small to track. Identifiable personal calls (incoming and outgoing) will be reimbursed at the per minute rate on the bill. Alternatively, the user can pay all costs for the cell phone and not identify personal calls.

Bargaining Agreements and Personnel Plans

Each bargaining agreement or personnel plan contains language specific to various ethical issues. You will need to become familiar with the provisions of the plan or agreement that apply specifically to you and employees you might supervise.

Housekeeping Details.

1. Your assignment prior to class is to read: Courage Under Fire, Testing Epictetus's Doctrines in a Laboratory of Human Behavior, by James Bond Stockdale. This is a case study on ethical dilemmas. Most of Day 3 will focus on analyzing this case study and applying an ethical methodology to the issues presented. **We have delivered the essay that you need to read to you** (it is not available electronically). Please read the entire essay prior to Day 3 so that you are able to actively participate.
2. Don't forget to bring your Leadership Institute notebooks and nametags!
3. In response to the session evaluations from Day 2: We will provide bottled water for your comfort throughout the day. The tables are just too small for pitchers!