

# Shaping Your Students and Staff Into Ethical Leaders

NWACUHO 2006

Presenters:

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# Introductions

- Jennifer Estroff, Seth Miller, Erin Spencer
- Attendees
- Ethical Leadership Concept
- Naomi Wolf ([www.woodhull.org](http://www.woodhull.org))
- Community-focused mission for department (Statement of Community)

# Statement of Community

Central Washington University residence hall communities incorporate the following:

- Education: to ensure that teaching and learning take place outside the classroom.
- Openness: so ideas and thoughts can be discussed freely.
- Respect: to ensure that the individual accepts obligations to the community and is held accountable for individual actions.

# Statement of Community continued

- Caring: to ensure that the individual's well being is supported and that community engagement is encouraged.
- Involvement: so that all individuals have a voice in decisions concerning their community.
- Ownership: to ensure that all individuals care for their building facilities and adjacent property.
- Celebration: so that Central Washington University history and culture is included and so that residence hall traditions are shared.

# Seven Core Traits of Millennials

- Special
- Sheltered
- Confident
- Team-oriented
- Conventional
- Pressured
- Achieving
  - Taken from “Residential Millennials: A New Generation of Travelers”—NWACUHO 2004 by Emmanuel (Manny) Mourtzanos and Shawn Whitney, Seattle Pacific University

# Ethical Leadership

- What does it mean/take to be a leader?
- Open brainstorming of “good” leader
- Definitions of “good” leader
- Effective vs. Moral
  - Hitler vs. Dr. Martin Luther King, Jr.
- Present “Ethical Leadership” Concept

# Ethical Leaders vs. Demagogues

## ■ Ethical Leaders:

- Lead with and from love
- Appeal to people's idealism
- Address the "better angels" of our nature
- Don't see "them" as being evil, just as having different policies
- Tell the truth
  - Are accountable to the truth
  - Believe there is something about the truth that will ultimately protect them

## ■ Demagogues:

- Breed fear
- Turn situations into "us" vs. "them" and demonize "them"
- Discourage independent thinking
- Are manipulating

# Ethical "DNA"

- Every major world value system can be boiled down to these seven points.
  - Kindness (non-harming)
  - Honesty
  - Peace-making (healer of the breach)
  - Justice/fairness/equity
  - Philanthropy/generosity
  - All beings are equal in dignity (spark of divine, made in God's image)
  - Karma (what goes around comes around, do unto others as you would have them do unto you, what is hateful to you, do not do to any person)

# Concept Application

- Why is it important for staff to practice ethical leadership?
- What happens when we have non-ethical leaders on staff?
- How do non-ethical leaders affect the community?
- How do we become practical ethical leaders?

# Incorporating Ethical Leadership Into Student and Staff Training

- Administrative responsibilities
- “Behind Closed Doors”/Conduct
- Community Development
- Funds
- Advising/Supervising
- Staff and Student expectations

# Discussion

- How would this work at your institutions?
- Applications and uses of Ethical Leadership
- Follow-Up and continuing skill development