

# LEADERSHIP EFFECTIVENESS TOOL: STRATEGIC DECISION MAKING THROUGH ETHICAL PERSPECTIVES

## VISION

The University of North Georgia will be a regional and national leader for academic excellence, engagement, educational opportunity, and leadership development.

## MISSION

The University of North Georgia, a regional multi-campus institution and premier senior military college, provides a culture of academic excellence in a student-focused environment that includes quality education, service, research, and creativity. This is accomplished through broad access to comprehensive academic and co-curricular programs that develop students into leaders for a diverse and global society. The University of North Georgia is a University System of Georgia leadership institution and is The Military College of Georgia.

## VALUES

**Excellence** - Promoting standards of performance and accountability that exceed expectations

**Student-focus** - Facilitating success and educational goal attainment for all students and fostering a welcoming environment that values and reflects the State of Georgia and the communities we serve.

**Integrity** - Cultivating in ourselves and in others the willingness and steadfastness to act honestly and ethically

**Engagement** - Promoting active involvement, intellectual inquiry and creativity, collaboration, and community partnership

**Service** - Giving of oneself to enhance the life and richness of the university and all of its members, as well as the larger community

**The four “R’s” of ethical perspectives within decision-making are aligned below in relation to the [Ethical Lens Inventory](#), a leadership effectiveness tool. Aligning an institutions values alongside the different ethical perspectives increases critical thinking and the ability for ethical maturity within the outcome of the decision-makers.**

## RESPONSIBILITIES

UNG Leadership should review their decisions through a lens of “structure.” What does the structure of the decision look like (i.e., rules, policies, procedures, logistics, etc.) and how does that align with our value of facilitating student success and educational goal attainment?

## RESULTS

UNG Leadership should review decisions in direct correlation to the UNG Strategic Plan’s desired outcomes in alignment with the USG current priorities of degree attainment, affordability and efficiency. These outcomes should be in alignment with UNG’s desire to act honestly and ethically.

## RELATIONSHIP

UNG Leadership should review decisions through a lens of “stakeholders.” Who are the stakeholders of this decision? (i.e., students, faculty, staff, alumni, administration, community, etc.) This should be in alignment with UNG’s desire to be involved and collaborative, enhancing the life of UNG and all its members.

## REPUTATION

UNG Leadership should make decisions that foster a welcoming environment that values and reflects diversity and inclusion, as well as encompasses the five UNG core values of excellence, student-focus, integrity, engagement and service. UNG Leadership should also align decisions in accordance with USG’s additional values of accountability and respect.