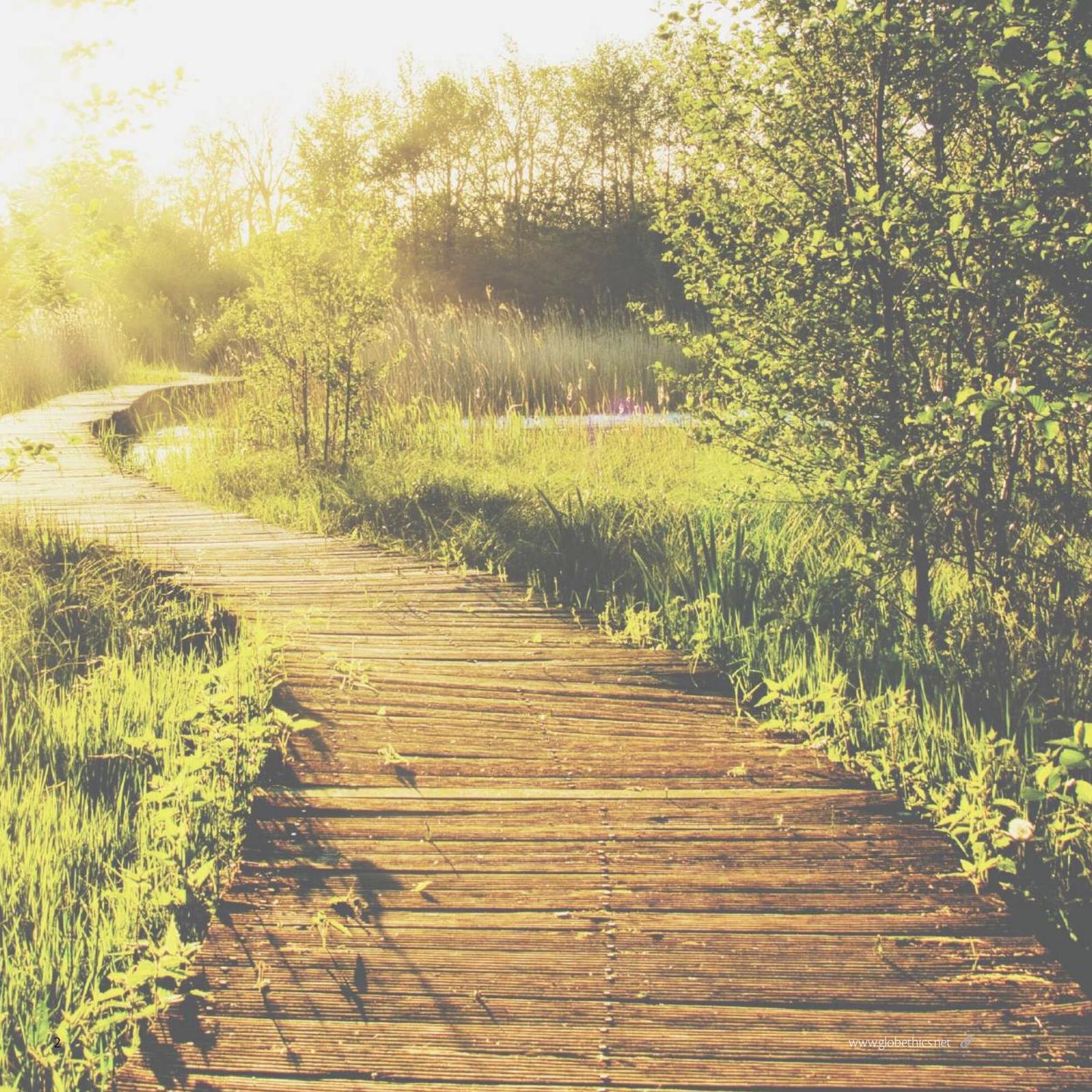




Globethics

Ethics in Higher Education for a Just, Inclusive and Sustainable World

Annual Report 2022



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Introduction

Looking forward

Globethics calls us to be ethical leaders and to promote ethical leadership to build more just, inclusive and sustainable societies through higher education and policy engagement.

This vision means placing ethics at the forefront of wherever we are and whatever we are doing, in particular when it comes to trying to meet the challenges of our times. We are engaged therefore to secure and ensure ethics in four priority areas: in quality and standards in higher education; in sustainability and environmental

justice; in digital and emerging technologies; and in inclusive peace and responsible governance.

Concretely, Globethics is working to equip individuals and institutions through ethics-related courses, publications, library content, research collaborations, partnerships for the priorities, events and policy development. This is to enable ethical decision-making and action to be able to navigate and address life's complexity, at a personal, institutional and societal levels.

Looking back

I, Christoph Stückelberger, founded Globethics in 2004 to be a platform to share knowledge and expertise among all those interested in applied ethics. The model is one of give and take, of sharing and exchange in a spirit of mutual respect. As the organisation approaches the celebration of its 20th anniversary in 2024, it counts on nearly 20 years serving and transforming lives around the world.

The year 2022 was one of transition, from one strategic period to another, from one Director to another. Globethics shared its gratitude for six years of leadership under former Executive Director, Obiora Ike, and welcomed a new Executive Director: Fadi Daou. It was also a time in which Globethics continued to build new bridges.

We are proud of the achievements, of the lessons learned, of the experiences of those in the Globethics community, of the projects and of the events that are presented in the pages of this report. We are proud to be a global and diverse network working for good in the world.

Before us is a time of great promise, and we are all invited to be a part of it, to join the journey, to navigate life with Globethics.

Fadi Daou

Executive Director

Christoph Stückelberger

President



A learning organisation

The year 2022 was one of transition in the context of a world emerging from the COVID-19 pandemic. That which was impossible became possible, to some extent at least, once again, to move, to meet, to travel, to build on the lessons learnt, for example in continuing with hybrid events and office working, in the quest to adapt and to seek to thrive in a fast moving environment with fresh social, political and economic challenges. In many senses the 12 months of 2022 felt like a breathing out, a relief, a chance to take up opportunities to renew and initiate partnerships and projects as well as to prepare for organisational change.

With a new Strategy under new leadership in view as of 2023, the Globethics team and Board undertook an internal review of the Strategy 2019-2022 followed by an external evaluation. The accompanying online stakeholder survey and interviews helped to focus on assessing if and how and to what extent the plans and targets set in 2019 were fulfilled by 2022.

Among the achievements recognised in the external evaluation were: the dual institutional accreditation and programme benchmarking of a Globethics Academy course; the substantial increase in the number of Globethics library users; the growing interest in and uptake of Globethics publications; the expectation in the network for Globethics to further develop its global and regional presence and role as a global platform for ethics in higher education; the enhance-

ment of the website and online platforms, operating systems and policies; and the emergence of new and innovative projects, namely the Globethics University Ranking and the Higher Education – Ethics Model of Excellence Tool.

Challenges brought up in the evaluation were a need for: greater diversification of the donor base; greater promotion and uptake of Globethics services and resources; growth of the Consortium on Ethics in Higher Education, network and engagement; further strategic alignment of programmes, departments, teams, roles and capacity; greater visibility and clarity around identity; more precise definitions of goals, objectives and indicators for impact; and processes to support the theory of change.

The recommendations and learning from the internal review and external evaluation process provided the basis for the development of the Strategy 2023-2027. In the new Strategy, entitled 'Ethical Leadership through Higher Education and Global Engagement', the challenges are addressed and framed by four thematic and four structural priorities, each with their strategic objective, outcomes and outputs in the context of global trends. See pages 40-43 for more about the Globethics Strategy 2023-2027.



Academy

Accreditation fostering a quality culture for transformative ethical leadership education

"The Globethics Academy cultivates an ethics of community that points to something bigger, beyond oneself," stated professor of philosophy and Globethics Pool of Experts member Meera Baidur from India at one of the Academy's academic life events 2022, when reflecting on the value of her experiences as instructor of the Academy course programme. The Academy team worked intentionally on fostering such a values-driven quality culture in service of the participants and their journey to becoming ethical leaders. The three main strategic objectives served as signposts for the 2022 annual work cycle with an emphasis on: a) the institutional accreditation process and development of the academic community space; b) the enlargement of the quality course pathway; and c) the completion and launch of the first ethics-driven ranking table.



Highlights

- Institutional accreditation with the British Accreditation Council (BAC)
- New procedures and practices implemented to enhance quality framework
- Course registrations, course pathway, and learners' support consolidated
- Course on integration of ethics in higher education offered in Spanish
- Six Blue Table webinars organised on 'What it Means to be Human'
- First Globethics University Ranking (GUR) table launched

Institutional accreditation

The Academy team experienced, with the onsite inspection of the British Accreditation Council (BAC) in March 2022 and the subsequent accreditation as an online, distance and blended learning institution in May 2022, a major milestone on its institutional development journey. The achievement of the second institutional accreditation, after the one completed with the European Agency for Higher Education and Accreditation (EAHEA) in 2021, marks a crucial step towards the international recognition of Globethics in the higher education sector.

The accreditation awarded by the British Accreditation Council constituted for the Academy also a formal confirmation of its efforts in building and enhancing the quality framework of its academic programmes. Leading up to the onsite inspection a series of policy documents, service-oriented regulations and practical guidelines were created, updated and implemented. Inter alia, Globethics has introduced a radicalisation and extremism policy and corresponding risk assessment guidelines, which underline the attention paid to safeguarding a respectful learning environment, in which the principles of dialogue, as well as the integrity and dignity of all participating in the educational enterprise are upheld, nurtured and protected against potential violent intrusions.

“El curso “Cómo incluir la ética en la formación universitaria” sirvió como un **insumo importante para la creación de nuestro propio itinerario de aprendizaje que integra la ética en nuestros diferentes programas académicos**. Para nuestros docentes y personal que tomó el curso, el enfoque técnico, metodológico y ontológico aplicado durante el desarrollo del curso fue muy integrador, con un enfoque sistémico, ya que plantea todo el proceso de planeación con **herramientas que invitan a la mejora continua** en el proceso de evaluación-planificación de cada programa”.

“The course served as an **important input for the creation of our own learning pathway that integrates ethics in our different academic programmes**. For our teachers and staff who took the course, the technical, methodological and ontological approach applied during the development of the course was very integrative, with a systemic approach, as it raises the entire planning process with **tools that invite continuous improvement** in the evaluation-planning process of each programme.”



Cristina Amaya

Rector, Evangelical University of El Salvador, El Salvador

Cómo incluir la ética en la formación universitaria course participant

This and other policy documents are part of the quality assurance and enhancement manual that the Academy team created. The manual serves as the foundational reference document for the procedures handled by the academic office from the establishment of learners’ needs and the provision of corresponding services to complaint procedures and academic research integrity measures. The accreditation, therefore, stands not only for a formal external recognition, but also for the continuous internal efforts deployed to enhance the quality of the educational delivery in consideration of Globethics’ unique value proposition – contributing to educating and inspiring future leaders for positive change across sectors and contexts.

Course pathway enlarged

The Academy enlarged its course pathway in 2022 by introducing the course *Cómo incluir la ética en la formación universitaria* (CIEFU) in partnership with the Universidad de los Andes in Colombia. The collaboration on this four-week intensive online course, with four synchronous sessions, delivered in Spanish by experts on ethics in higher education, demonstrates that the Academy team takes the organisational mission of interculturality and linguistic diversity seriously. Sixty-one students from various higher education institutions in Latin America benefitted from this course programme, enabling them to develop curricula and to strengthen the integration of ethics across disciplines in their university contexts.

In collaboration with



The number of 445 registrants underlines the consolidation of the overall Academy course programme. The Academy team learned, however, that it is important to analyse the quantitative indicators by drawing upon qualitative metrics. In this context, evaluations conducted with course instructors and learner feedback was key to interpret participant course preferences, learning practices, and fluctuations in learning progression, and to devise corresponding solutions.

445 total students in 2022

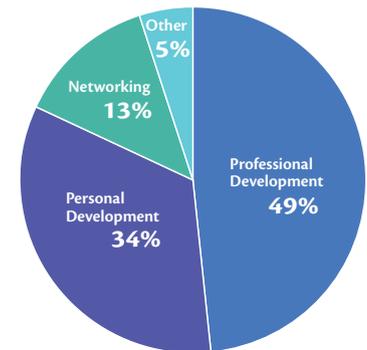
58 certificate track students

This in-depth analysis of course registration and student engagement experiences also serves as an instructive basis for the enlargement of the course pathway in terms of instructional design, which remains a central aspect for the

provision of quality online programmes. Together with our trusted e-learning design partner Seitwerk, we accomplished in 2022 the revision of the executive course on Ethics in Higher Education for Teaching Professionals, now presented on the learning management system as a state-of-the-art, engaging and interactive online course with cohesive, inviting visuals and revised contents.

We also started the development of a new course category: the Globethics World Classes, to be offered as of spring semester 2023. In response to the ever-changing world of learning and labour market, these intensive short-term courses on selected ethical topics, such as economic, social and ecological ethics, will provide complementary professional development opportunities for executives across various sectors.

Course participant motivation for learning with Globethics (Figures for Autumn/Second Semester 2022)



“The Cyber Ethics course offered by Globethics is extremely comprehensive, offering **invaluable resource material** and the opportunity to **address the practical applications of cyber ethics across a multitude of disciplines** through the weekly discussions and on-line lecture sessions.

I gained invaluable insights from the **highly insightful and knowledgeable international lecturers and course participants**, the quality material and particularly the discussion sessions and introspection required in completing the assignments on the broad range of relevant cyber ethics topics.”

*Megan Grindell
South Africa
Cyber Ethics course participant*



“Not only am I working on **making an impact by spreading good practices and by spreading the idea of ethics...** I’m teaching about fields that I’m very interested in - cyber ethics and responsible leadership.

Helping to **spread reflection, deeper thinking and best practices in terms of responsible leadership is really nourishing spiritually and intellectually.** Being able to do that within an organisation like Globethics, that is spread around the world but still has that family spirit, is absolutely amazing.”

Gilles Bach

Strategy consultant in the data, AI and digital space, France
Cyber Ethics and Responsible Leadership course instructor,
Pool of Ethics Experts Member

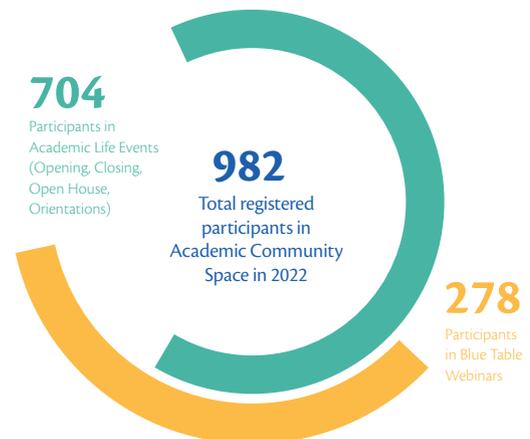
Academic community space

An area of continued commitment for the Academy in 2022 was in creating an academic community space in which various stakeholders – partnering higher education institutions, course participants and instructors, experts, authors, users of the Globethics e-library – can engage on cutting-edge ethical themes. The close collaboration with the designated competence centre Universidad de los Andes exemplified how meaningful it is to consider the Globethics academic community space as open platform of engagement around specific projects, such as course development and delivery, publication, and, a strand we wish to pursue more intensely in the future, collaborative research.

The Academy’s Blue Table Webinars also stand for the manner in which we strive to nurture a broad engagement on ethical subjects. In 2022, we were enriched by expert speakers in our series on “What it Means to be Human”, which attracted 278 registrants. The conversations held indicated the persistent need and interest of a broad public in learning on the transformative potential of ethics. Remembering, thinking, working, eating, inventing and loving were the guiding verbs for thought-provoking and inspiring contributions. The Academy team also contributed the concept and design of the international conference Building New Bridges Together

Conference in October 2022, under the title “Ethics and Values at the Heart of Quality Education.”

The academic life events held regularly throughout the semesters, including the Open House events informing on the course programmes, as well as the orientation sessions conducted for the registered course participants, showcased the attention paid to nurturing the academic community space with tailored events.

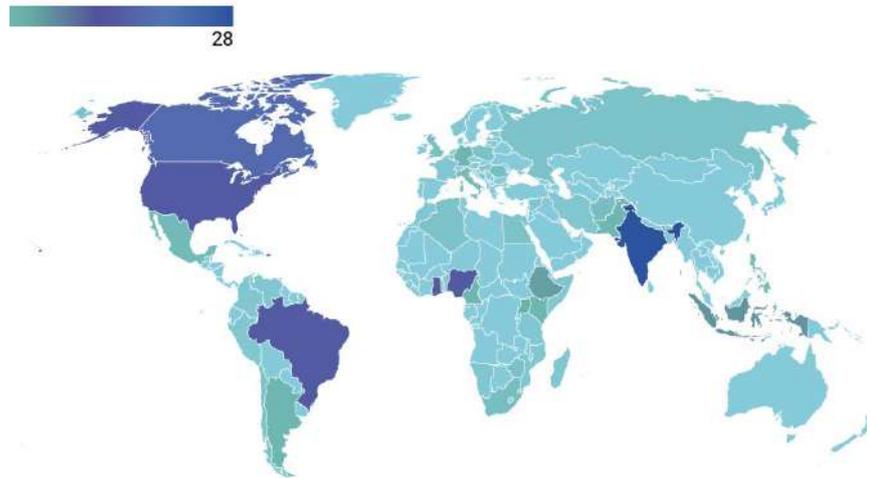


In 2022, the Academy also benefited from an additional part-time team member, assisting in our offering of more targeted learners' support services, especially with regard to the planning and organisation of live sessions.

A report on the Academy's engagement for an inclusive and enriching academic community space would be incomplete without mentioning the committed accompaniment the Academic Committee offered through advice and quality control. In 2022, three members of the committee offered time and expertise in relation to accompanying the team through the accreditation process.

Individual students registration in 2022 by country

(Figures as at December 2021)



Course participation in 2022

1	Cyber Ethics	54
2	Cómo incluir la ética en la formación universitaria	61
3	Ethics in Higher Education for Teaching Professionals	77
4	Interreligious Cooperation for Peace - Religious Studies	33
5	Interreligious Cooperation for Peace - Ethical Studies	30
6	Responsible Leadership	103
7	Social Responsibility and Sustainable Development	87

Developments for 2023: Equipping a new generation of ethical leaders in uncertain times

- Application for programme certification of all individual courses for the award of European Credit Transfer and Accumulation System (ECTS) credits
- Development of the competence centres structure and the research unit;
- Application for the ability to award micro-credentials
- Course development in correspondence with the strategic thematic objectives
- Further development of the Academy alumni network

The Global Pool of Ethics Experts: Globethics’ innovative think tank group

The Global Pool of Ethics experts met for its annual roundtable in May 2022 providing an opportunity for exchange and intentional engagement in Globethics academic activities. Three new experts in the Academic category have been welcomed to the pool in 2022, bringing the number of members up to 37 experts from 22 countries.

Globethics’ Pool of Ethics Experts offers a vibrant illustration on how to use expert power for positive impact in key areas of publication, course development, institutional outreach, course instruction, participation in academic community events and representation in global and regional events.

One of the encouraging learnings in 2022 was that the Pool of Experts constitutes indeed a living body that is active inside and outside of the organisation to advance the vision of ethical leadership for a just, inclusive and sustainable world, with a high involvement rate of 83% (31 out of 37 involved in various projects and activities in 2022 – see statistics below).

Through the annual roundtable held in May 2022 the members of the Pool of Experts has developed into a forceful, inspiring and cross-cultural think tank group, which exchanges on salient trends in higher education, reflecting them through an ethical lens and contributing to key programmatic areas. Experts’ contributions to Globethics publications, as instructors to the Academy course programme, or to facilitate conversations on institutional partnerships cannot be underscored. They constitute the indispensable vital force and intellectual creativity nurturing Globethics’ engagement with stakeholders worldwide.

Three new members in 2022



Juny Montoya Vargas
Director of the Center of Applied Ethics, Universidad de los Andes (UniAndes)
Colombia



William Ellis
Associate Professor, University of Western Cape
South Africa



Jelson de Oliveira
Professor Postgraduate Programme, Pontifícia Universidade Católica do Paraná (PUCPR)
Brazil

37 members — 22 countries — 83% involvement in 2022
(31 out of 37 members)

Global Pool of Experts involvement in 2022

1	Publications	9
2	Course Development	5
3	Course Instruction	10
4	Academic Community Space (Webinars, Academic Life Events)	15
5	Other (Representation of Globethics at Events, Conferences; Consultancy; Institutional Outreach etc.)	10

Library

Sharing scholarly content to equip ethical leaders for a better world

The Globethics Library is the world's largest free on-line library on ethics, currently holding over 3.8 million documents, including articles, books, reference works, dissertations, conference papers, case studies, and educational resources, many in full text.

The Library aims to provide quality resources on applied ethics, education and religious studies from all over the world. Content in the Library is available in multiple languages, accessible via a multilingual portal, and is harvested from more than 3,000 open access repositories. The Library's thematic and institutional collections have been developed with experts and partners. Furthermore, documents are also uploaded by individual Globethics participants, making the Library a unique resource for students, researchers and for all interested in using the Library.

Highlights

- Number of Library users more than doubled compared to 2021
- Library content aligned with Academic Programmes concentration areas
- Awarded grants to further develop theology collections
- Increased linguistic and cultural diversity thanks to large set of scholarly content in Spanish and Portuguese on Latin American Ethics
- More than 3.8 million documents currently available

The Library was conceived to share and promote research and reflection on ethics among scholars, especially with and from the majority world, which often faces barriers to participation in the global dialogue on ethics because of a lack of access to knowledge resources.

153% increase in Library users vs 2021

120,041 total users in 2022 compared to 47,319 in 2021

Thanks to promotional efforts, the number of Library users has more than doubled since last year. New promotional digital and print materials including flyers, news items highlighting latest publications and research articles in various disciplines and languages, and videos and tutorials offering salient tips for the library's search and user features have facilitated user growth. Participation throughout the year in many public orientation and training sessions organised by the Globethics Academy and/or the regional Centres around the world, has also allowed the Library to attract new users by presenting its manifold resources and research possibilities.



Supporting the Globethics Academy curriculum: Library content now aligned with three ethics concentration areas

On 14 October 2022, a public virtual launch of the new collection on Ethics and Sustainable Development Goals was held, with panel presentations from the Library Team. This collection completes the effort to fully align with the three concentration areas of the Academic Programmes: social and environmental ethics, business ethics and CSR, and intercultural and interreligious ethics, as defined in the BSC strategy map.

The latest collection gathers carefully selected materials from Taylor and Francis Group's SDG Online collection, that are freely available under an open license, as well as relevant Reference works from Credo Reference, Globethics Publications, and open access journals in the field of sustainability and environmental ethics. This collection is complementary to the Religion and Sustainable Development collection, developed earlier in the framework of the former Globe-TheoLib Library.

“I am now better equipped to teach the next generation about ethics”

“I have been consistently inspired and motivated by Globethics Library's vast resources and opportunities for learning. Thanks to the online library, online and offline publications, easily accessible website and online courses - available even from remote locations - I have been able to delve deeper into the field of global ethics and ethical worldviews from local perspectives.

In my work as a community leader, I have used the insights and knowledge I gained through Globethics to improve my content, particularly for women's meetings and youth fellowships.

I am now better equipped to teach the next generation, particularly those from rural areas, about activism and the importance of ethics in all aspects of life. I am grateful for the impact Globethics has had on me and my work, and I look forward to continuing to be a part of their community.”

Ankur Thakor
India

Most viewed and downloaded texts in 2022

- 1) Cyber Ethics 4.0 : Serving Humanity with Values (11,945 times)
- 2) Innovation Ethics (6,958)
- 3) The Advocates (Professional Conduct) Regulations (5,937)
- 4) Introduction to Christian Theologies in India (5,565)
- 5) Revenge Porn and Free Speech (5,133)



“Our entire university community benefits”

“The Globethics Library is one of the organisation’s most useful features. It is indeed great news that Globethics is supporting Open Science via their Library Resources, training courses and exchange of academic resources around ethics. The Evangelical Presbyterian University College Library and our entire university community is benefiting from the Globethics resources.”

*Amy Pascalia Abra Asimah
Librarian, Ghana*

130,500+ new documents

In 2021, Library resources were increased by 130,302 OAI data imports (average per month 10,858) and 268 manual submissions (including from users). Significant additions to the Library include content from the WCC, Latin America, and Globethics Publications.

The World Council of Churches (WCC) collection was substantially updated and enriched with their digital archive. WCC legacy documents were digitized and are hosted by the Internet Archive. The new PJP book series, published by Globethics and documenting the “Pilgrimage of Justice and Peace” campaign of the WCC, was made available to download from the repository.

Thanks to a special agreement with LARreferencia, Latin America’s leading network of Institutional Repositories of Scientific Publications, the Library was

able to harvest a large set of scholarly content in Spanish and Portuguese from the Latin American region in order to enrich its collections on Latin American Ethics and Latin American Christianity and Theologies, and to increase its linguistic and cultural diversity.

Globethics’ own publications, including the new Journal of Ethics in Higher Education and papers presented at the Globethics International Conference on Building New Bridges Together: Ethics and Values at the Heart of Quality Education, held 17-19 October 2022, have also been added to the Library collections.

Funding awarded to develop theology collections

Following successful grant applications, the Library was awarded financial support from donor organisations including EMW (Evangelische Mission Weltweit, Germany) and FTESEA (Foundation for Theological Education in Southeast Asia) to further develop its theology collections (formerly GlobeTheoLib), for example, Theology and Ecumenism and Asian Christianity/Theologies.

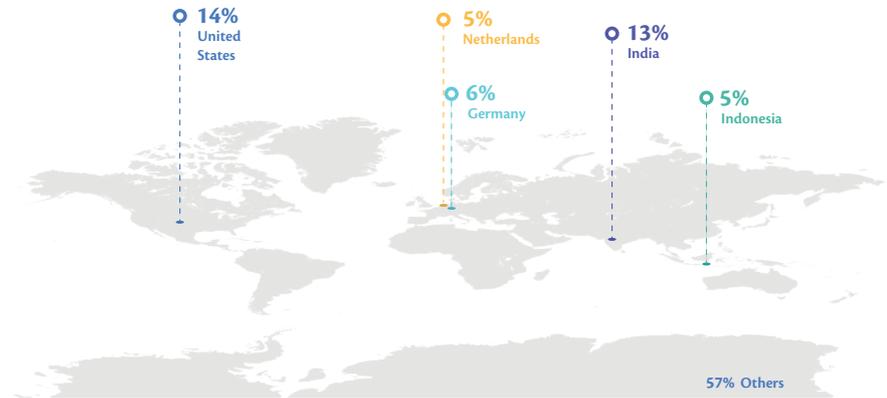
712,114

item page views/ downloads

In 2022, Atmire's Content and Usage module was implemented to improve Library statistics. The total number of Library users amounted to 120,041 users, with an average of 10,003 per month.

Most of the items were downloaded by the Library users in North America, Asia and Europe, including the United States (17,112), India (15,699), Indonesia (5,578), United Kingdom (3,799), Russia (3,114), Philippines (2,552), and Nigeria (2,541).

Library users in 2022 for the top 5 countries (43% of the total)
(Figures as at December 2022)



Top 10 collections in 2022

1	Globethics Library Submissions (150,634)
2	Chinese Christianity (28,390)
3	Philosophical Ethics (21,403)
4	Cyber Ethics (21,908)
5	Global Series (20,667)
6	Business Ethics (20,396)
7	Ethics in Higher Education (20,032)
8	Asian Christianity/Theologies (17,969)
9	Gender and Theology (17,801)
10	Codes of Ethics (17,492)

Top 10 collections by views and downloads
(Figures as at December 2022)

Developments for 2023

- Review the Library strategy and system, with particular focus on the content development policy and the OAI harvesting system;
- Consolidate and develop content in line with the thematic priorities defined in Globethics Strategy 2023-2027
- Increase engagement with the Regional Centres and Competence Centres in terms of user training, and soliciting scholarly contributions to the Library, particularly from Centres in Latin America and Africa.

Publications

Empowering ethical leadership through accessible and inclusive publishing

Globethics Publications is committed to producing books of high quality accessible to a wide audience and is passionate about promoting and empowering ethical reflections from the Global South.

In 2022, the Publications department grew its readership, strengthened partnerships, and with the launching of the Journal of Higher Ethics in Higher Education.

Promoting publications and supporting the Academy curriculum through events

Throughout 2022, Globethics Publications organised and took part in different events to raise the profile of its products and services. This included giving presentations of our books and publishing opportunities to current and potential Academy course participants in webinars, orientation sessions and open house events.

Highlights

- 30 new titles released in 2022: 21 across 13 different series, 8 standalone books, and Journal of Ethics in Higher Education (JEHE).
- Assets include the second edition of *Globalance* and the *Festschrift* in honour of former Globethics Executive Director Obiora Ike
- 485,000 downloads of Globethics Publications in 2022
- 40 new authors/editors and strengthened partnerships with co-publishers

up to 3x more book downloads following events

The Chinese translation of *Blue Ethics*, which was launched in a public conference, has been downloaded more than 20,299 times in total, over 197% more than the combined total (6,813) of the English, French and Spanish versions for which no events were held.

Public book launches were also held for the releases of *Walking with the Earth: Intercultural Perspectives on Ethics of Ecological Caring*, Christoph Stückelberger – *50 Years of Publishing*, and *Ethics, Media, Theology and Development in Africa*, as well as the *Journal of Ethics in Higher Education*.

Globethics Publications Managing Editor Dr Ignace Haaz also gave presentations and scientific contributions on ethics at events including the *Desarrollando Sociedades Sostenibles a través de la Educación Superior* International Conference, organised by Globethics and Universidad Austral (Chile) in May 2022, and the IRAFPA conference at the University of Coimbra.

“The only international organisation that truly addresses integrity in its personal, inter-individual, and systemic dimensions”

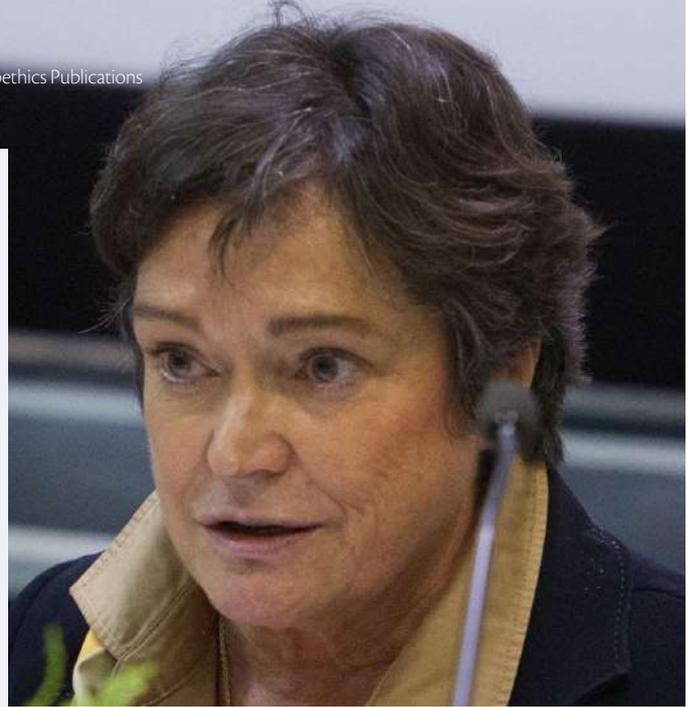
“La très grande majorité des chercheurs et des enseignants considèrent que l'intégrité, la fraude et le plagiat ne concernent que les étudiants. Or cela concerne chacun de nous. Globethics est le seul organisme international qui traite véritablement de l'intégrité dans ses dimensions personnelles, inter-individuelle et systémique. C'est pourquoi, nous souhaitons publier chez vous et consolider nos actions communes. Merci de votre confiance, Globethics!”

“The vast majority of researchers and teachers consider that integrity, fraud and plagiarism are only a matter for students. But it is everyone’s business. Globethics is the only international organisation that truly addresses integrity in its personal, inter-individual, and systemic dimensions. This is why we wish to publish with you and consolidate our common actions. Thank you for your trust, Globethics!”

*Michelle Bergadaà,
France/Canada/Switzerland*

30 new publications

Covers of the 2022 bestsellers ►



Journal of Ethics in Higher Education launched

During the Building New Bridges Together International Conference from 17-19 October 2022, the first issue of the Journal of Ethics in Higher Education (JEHE) was officially released. A diamond open-access journal (no fee for the author or reader), JEHE has two issues each year with online and print versions available. It is available in the Globethics Library under Globethics Collections > Journal of Ethics in Higher Education.

The journal is aimed at academic experts in ethics and education, working at the forefront of ethical thinking in global and intercultural perspectives, academic integrity, and the philosophy and practice of higher education..

With this journal, Globethics answers the request made by many faculty members from the Globethics

Consortium of Higher Education Institutions, network, partners, regional programmes, and participants in Globethics International Conferences to have a new space on Globethics platform for the publication of their research results in a scientific journal.

JEHE is hosted by our partner institution, the University of Fribourg, on their open-access publishing platform SOAP2: <https://jehe.globethics.net>.

The first issue was entitled Transformative Ethics and Education: A Tribute to Obiora Ike's Contributions to Ethics in Higher Education.



International editorial board

Greta Baliu (Switzerland), Abdeljalil Akkari (Switzerland), Evelyne Fiechter-Widemann (Switzerland/Singapore), Rudolf von Sinner (Brazil), Michelle Bergadaà (France/Canada/Switzerland), Christoph Stückelberger (Switzerland), Divya Singh (South Africa), Amélé Ékué (Germany/Togo).



For more information, visit www.globethics.net/publications

“WCC values collaboration with Globethics for their **professionalism, commitment, and willingness to do more than expected.** We are proud of our co-publications and look forward to many more!”

Lyn van Rooyen
Coordinator Editor, WCC Publications



Building trust through transformative publishing partnerships

The strength of Globethics Publications lies not only in the quantity and quality of our books but also of our partnerships with authors and co-publishers.

For example, thanks to our strong collaboration with the World Council of Churches (WCC), manifested in the 6 new titles co-published with them this year, we have had the chance to witness how an external institution fuelled by values and passion behaves: swiftly, passionately, and with enthusiasm.

The partnership has given us the opportunity to reflect on the impact values have in our world and has highlighted that building the foundations of an institution on values not only ensures its ethics, but also its quality and efficiency.

40 new authors/ editors in 2022

605 products

As of 2022, Globethics Publications has a total of 605 products, which sums up all of our e-books (downloadable for free) and print copies (available for purchase from Amazon or our office), each with a specific ISBN number provided by the Swiss ISBN agency (SBVV).

There were 485,000 publications downloads in 2022 meaning the number of total downloads reached over 3 million since 2015.

+3 million downloads since 2015

Developments for 2023

Globethics Publications plans to add a Digital Object Identifier (DOI) to each product, including chapters from multiple authored book projects, for a better scientific communication and discoverability.

Benchmarking Projects

African Church Assets Programme (ACAP)

Launched in March 2016, ACAP aims to help leaders in church institutions build practical capacities for strong accountability and transparency in asset and resource management. The fourth phase (ACAP IV) started in January 2021 and concluded in May 2022, and has focused on strengthening African churches, church-related organizations (CROs) and stakeholders in the East Africa region. It aimed to contribute to the development of policy and guidelines for setting national and local standards in ethical investment in Kenya and Ethiopia, and to raise political consciousness and engagement around this aim.

To this end, CORAT Africa and Matewos Tera Bussa Development & Management Consultant were mandated to conduct and disseminate studies in Kenya and Ethiopia respectively, and to draft national guidelines on ethical investment for churches and CROs.

ACAP IV and previous phases have been successful in their aims: the Kenya evaluation report highlighted that “A new mindset and commitment among CCROs

34 new stakeholders
in 2022

320 total
participants

on asset management and ethical investment was achieved and will continue as the participants work on the project activities and implement the same in their organisations.” Nevertheless, despite the achievements, a strategy is required to speed up the institutionalisation of ethical investment initiatives in CCROs as recommended in the Ethiopia evaluation report due to overwhelming issues of immorality and unethical profit maximisation in the business environment.

Supported by and/or
in collaboration with



Brot
für die Welt



“My first encounter with ACAP was an eye opener to what we as a people had taken for granted regarding the stewardship of church assets. By the end of the first workshop, I had learnt and appreciated the importance of ethical investment - of church assets and otherwise.”

*Deborah Membe, Zambia
ACAP IV participant*

Higher Education - Ethics Model of Excellence Tool

“My actions and inactions are valued with ethical principles as an impact of lessons learned from my participation in Globethics activities.”

Nurudeen Idrisu, Ghana
EMET participant



In 2022, Globethics launched phase II of the Higher Education-Ethics Model of Excellence Tool (HE-EMET) in Rwanda and Ghana as part of its extended pilot training workshops. The EMET online tool is designed to serve as an ethics performance management system for higher education institutions (HEI) and for benchmarking, monitoring and evaluation. The training material is built using blended online content, initially developed in 2021 in the first phase.

“The purpose of the EMET is to enable higher education institutions to reflect on their ethics performance and standards and to create a culture of excellence through peer learning and sharing,” says Nadia Balgobin, the architect of EMET and Globethics Senior Advisor since 2010. The training enables assessors to conduct their own assessment and to issue a report after two days.

The two workshops in 2022 were organised, respectively, by the Globethics Ghana Centre with support from Kingdom Equip Network, and by our partner Transparency International Rwanda. In both countries, the pilot workshop was inaugurated in the form of a conference with more than 100 participants in Ghana and some 40 participants in Rwanda.

Among the participants representing their HEIs were professors, researchers, administrators, registrars, quality management officers, legal and financial officers, who benefitted from a full five-day workshop including a one-day on-site practical exposure.

The EMET training workshop guides participants through a process that starts with an introduction to academic excellence and related criteria and continues with the building of assessment skills and planning. The key outcome is an ethics performance report based on a series of interviews conducted with management, academic staff, administrators, and students, and a desk review of processes and procedures. The assessment is conducted in teams composed of assessors trained in the EMET workshop from within and outside of each institution.

This pilot phase II was extremely well received by all participants, who shared their enthusiasm for this unique opportunity for institutional ethics assessment. The pilot will continue in 2023 in India, organised by the Globethics South Asia Centre, prior to its global rollout.

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Globethics University Ranking

Rank	Institute	Country	Total Student Learning Experience Score	Total Staff Score for Conductive Working Environment	Total Student Sustainability and Integrity Score	Total Institute Sustainability and Resilience Commitment Score	Weighted Total Score
1	Universidade de Santiago	Cape Verde	95.7	89.7	45.8	46.2	9247.6
2	Instituto Superior de Formación Tributaria (IFTBEM)	Paraguay	93.4	91.7	45.8	46.4	9246.9
3	Welchia Health Training Centre	Namibia	92.4	85.9	45.8	44.9	8967.6
4	Clarke International University	Uganda	91.4	87	45	43.9	8930.4
5	Western Caspian University	Azerbaijan	88.8	84.9	44.2	42.7	8687.2

Top 5 Higher Education Institutions in the Globethics University Ranking 2022

6 continents

36 countries

127 institutions

14,749 survey participants



“The power of this ranking is the fact that any institution can participate... an amazing tool to generate a conversation on the issues and highlight the need and importance of ethics in higher education in the university.”

Divya Singh, South Africa
Chief Academic Officer at Stadio Holdings, participating institution in the Globethics University Ranking

The Globethics University Ranking, coordinated by the Academy, provides the first global ranking instrument that places values, ethics and sustainability as central principles of higher education institutions worldwide. The aim is to demonstrate that institutional reputation, grounded on integrity, and the wider impact of higher education on society, the environment and the corporate world are indivisible.

Following a pilot phase in which the methodology underwent a rigorous process of development and testing, in 2022 the first edition of Globethics University Ranking was completed. Successful multilingual engagement with universities worldwide resulted in large-scale data collection, with 127 institutions participating from around the world. 11,345 students and 3,403 staff participants completed surveys evaluating their institutions on learning and working environment, and sustainability, amongst other metrics.

In November 2022, the first Globethics University Ranking tables were launched in an online event attended by 133 international participants. As of March 2023 the GUR report is being finalised in preparation for engaging institutions in the continuation process.

Network and Partners

Building trust through global partnerships

Globethics is at its heart a network in which diverse people and institutions may gather and collaborate for a common mission. The mission focus around ethics in higher education attracted a wide group of individuals and institutions in 2022.

Where Globethics has representatives based around the world, partnership engagement increases. Thus, a focus in 2022 was in growing capacity in the regions. This included opening new regional centres in Ghana (Accra) and Indonesia (Yogyakarta). New team members were hired including two managers for the new centres and two assistants to support in Latin America (Buenos Aires) and South Asia (Bangalore).

Strengthened regional centres have led to deepened engagement with established partners, new formalised partnerships and many partnerships under negotiation. Highlights include:

- establishing two Competence Centres;
- welcoming three new members of the Consortium on Ethics in Higher Education; and
- signing a total of 20 new Cooperation Agreements in the five regional centres including: one in Indonesia with six emerging partners; one in Ghana with six under negotiation and a total of 30 operational partners; one in East Africa with two under negotiation and a total of 35 operational partners; three in India with eight under negotiation and a total of 32 operational

partners, and three in Latin America with three under negotiation and a total of 36 operational partners.

Highlights from elsewhere around the globe include 20 emerging partners in Rwanda and signed agreements with Kathmandu University (Nepal), Universidad de Manila (Philippines), Consortium of Christian Relief and Development Associations (CCRDA, Ethiopia), and Club of Rome (International).

As a result of our work with these and other partners, we have made a contribution to embedding ethics excellence in higher education, including:

- establishing a new office in Indonesia in partnership with Gadjah Mada University as the host;
- developing the Globethics Academy course in Spanish with the Universidad de los Andes (see page 7) and bringing two participant groups from nine institutions across six countries;
- running three in-person EMET workshops (see page 21);
- organising a total of 57 in-person and online events throughout 2022;
- developing and promoting publications as resources for the network; and
- reaching out to new individuals and institutions to further expand the network.

Competence Centres
established in 2022



Consortium members
welcomed in 2022

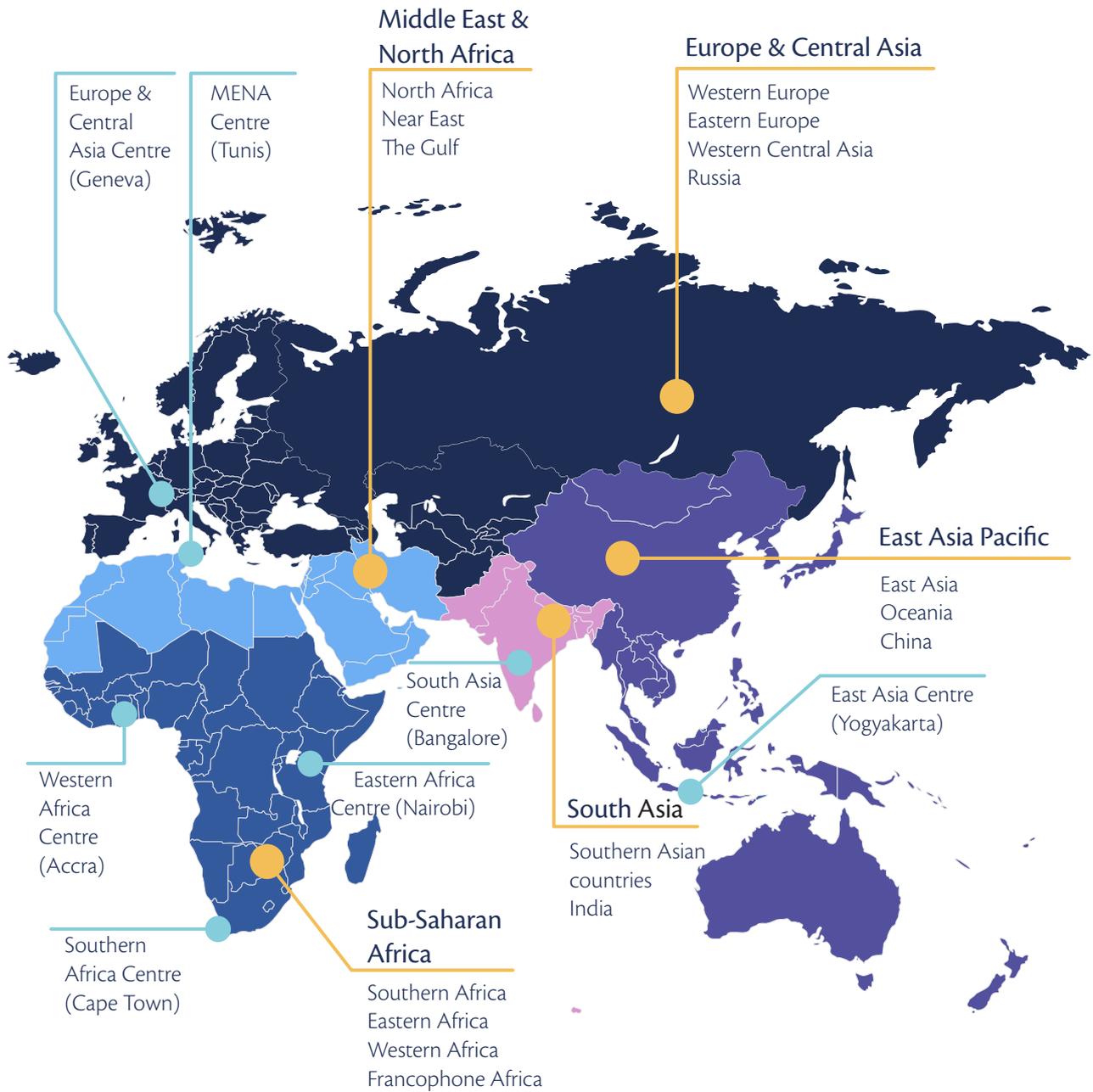


Globethics Global Engagement Map



- GLOBETHICS CENTRES
- GLOBETHICS REGIONS AND SUB-REGIONS

Globethics Centres to be launched
Northern America Centre
Francophone Africa Centre
China Centre



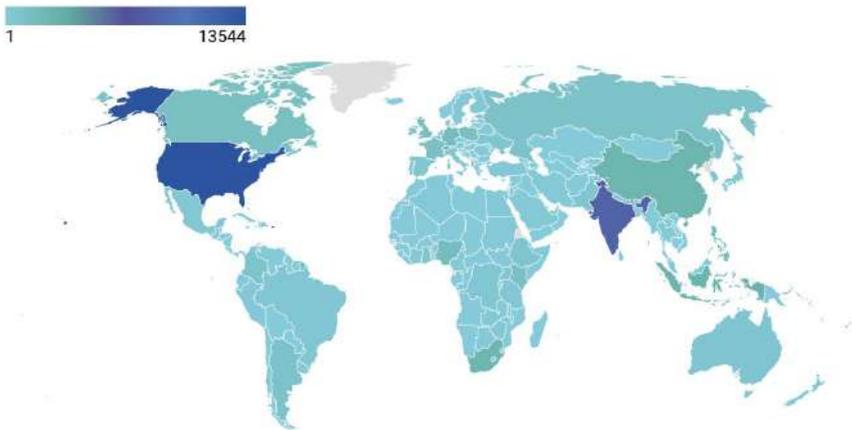
30% growth in retention rate

27,805 returning visitors in 2022 vs 21,359 in 2021

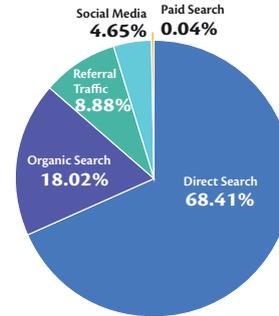
In 2022, the Globethics online network continued to grow following the website migration in 2021, reaching 201,325 registered users and 13,973 social media followers. The diversity of network participants remains a strength, with 138 countries represented. This is thanks in large part to the work carried out by the Globethics Centres around the world, whose presence is reflected in the top countries for participants: India (25,290 participants) and Indonesia (25,258).

Despite the fact that the Globethics network physically grew in 2022, demonstrated in high engagement and participation in events, courses, and resource downloads, there was slower growth than hoped in terms of online user registration. This growth needs to be translated to the online network through the implementation of technology to integrate event and

Website traffic by country in 2022



course registration with website registration. Likewise, an IT solution must be implemented to segment users for more targeted marketing efforts, to ensure the communications strategy meets user needs.



Referral traffic to www.globethics.net in 2022

With this said, the success of the SEO strategy (blog creation, optimisation of website) in 2022 was proven with an increase in organic search traffic (from 14.1% in 2021 to 20.6% in 2022). Retention rate also grew, overreaching its target, with 27,805 returning visitors to the website in 2022, 30.1% growth compared to 2021's rate of 21,359. Specific events and projects caused spikes in website traffic, demonstrating the type of content users want to see and guiding an overhaul of website content in 2023.

There was also growth in social media followers, with particularly high engagement shown with the sharing of impact stories, which will continue in the 2023 communications strategy.

13,973 social media followers

Total from Facebook, LinkedIn, Twitter, Flickr and YouTube at end of December 2022

Events

Providing space for dialogue for ethical action

From its founding, Globethics has been a network and platform for knowledge creation, learning and action around the ethical imperatives of our day. The space that we create together is one where all are welcome, one where we discover common commitments and work to implement them, and one where we also value and intentionally engage diversity. As we engage our diversity more and more profoundly, we seek to create space for difference and disagreement that remains respectful, valuing the dignity of all as we engage contextual uniqueness as well as struggle with the complex issues and realities before us.

Strengthening partnerships through events

Many of our events are jointly organised with partners (especially those initiated by the regions) and as a common activity which serves to strengthen the relationship and partnership. To this end, we also

support and join events organised by our partners.

Promoting knowledge creation

The conferences and events organised on national, regional and international levels highlight priority themes related to our (2019-2022) mission for ethics in higher education, and those of our partners, and to encourage further scholarship and knowledge creation. Likewise, the Academy's Blue Table Webinars draw on the expertise in our network to offer continuing education opportunities outside of the classroom.

Training and workshops held during 2022 (see ACAP and EMET, pages 18-19) allowed us to share the fruits of our research, scholarship and commitments in practical expressions of applied ethics. Book launches have not only inspired dialogue but make visible the publications emerging from authors working with us and from some of the conferences we hold.

Globethics East Asia (Yogyakarta) Conference on Islam, Science and Ethics, 2022

17 international events

40 regional events

11,849 total participants



Conference Series: Towards Sustainable, Knowledge and Ethical Societies

An innovative approach to online conferencing was introduced through the online conference series 'Towards Sustainable, Knowledge and Ethical Societies: The Contribution of Higher Education Institutions'.

Each conference, led by one of our global Centres (Latin America, India and East Africa) in partnership with higher education institutions in the region and coordinated with our Head Office in Geneva, examined an aspect of an overarching, interconnected theme: Developing Sustainable Societies through Higher Education (26-27 May 2022); Shaping Knowledge Societies through Higher Education (15-16 June 2022), and Promoting Ethical Societies through Higher Education (7-8 July 2022).

A common framework drove the three conferences while diverse dimensions were maintained to represent the respective region hosting each conference, including the calls for papers and participation being open to all regardless of location, and translation and interpretation being prioritised.

3 online conferences

1,996 participants

The papers and presentations from each conference form the core of a three-book series on the same theme(s) as the conferences with an open call for papers.

Gratitude is due Rev Dr Jose Nandhikara, Director of Globethics India, for proposing this conference series and topic as a contribution to the mission of embedding ethics in higher education and of further developing the Globethics platform for exchange. As he said in the conference, *"To feel fulfilled as humans, we need to be ethical and as in other significant aspects of human life, education is necessary to realise this goal."*

In collaboration with



"An amazing and timely conference for everyone living on a continent with so many global ethical concerns. All speakers brought fresh insights related to promoting ethical societies through higher education... clearly driven by compassion, concern, and sound ethical values."

*Alfred Uwimana Sebahene, Tanzania
Conference participant: Promoting Ethical Societies through Higher Education*

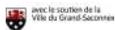
Building New Bridges Together International Conference 2022

“I experienced such a rich fellowship of cultural mix from participants coming from around the globe! I felt challenged by the high standards and expectations set for us scholars to go back home and spread the positive message of social, economic and educational reform through ethical principles.”

Gerishon Kirika, Kenya, BNBT 2022 International Conference participant

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in collaboration with

LINSI
FOUNDATION



186 onsite
participants

plus 500 registrations to follow online

25 sessions

plenaries, workshops, forums and more

The third edition of the Building New Bridges Together International Conference took place in Geneva, Switzerland, from 17-19 October 2022. The first in-person Globethics international conference to take place since the COVID-19 pandemic, the event was a great success, bringing 186 onsite participants from all over the world and being livestreamed online.

BNBT2022 inspired engagement around three key themes : Being in Community, Being in Relation, Being in Dialogue, seeking to advance the discussion around the key Sustainable Development Goal 4 on quality education, with a particular focus on ensuring inclusive and equitable quality education and promoting

lifelong learning opportunities for all.

Of the 25 different sessions across three days - including workshops, plenaries, constituency meetings, and more - highlights included nurturing future leaders in the Youth Forum, where international young people had the opportunity to raise their voices on ethics and values at the heart of quality education; putting dialogue into action through the Living Letter Campaign launched with the International Council for Open and Distance Education (ICDE), and showcasing innovation in ethical education with Future Education Awards presented to three individuals and institutions.



Growing and engaging our network



Globethics Latin America (Buenos Aires) Cyber Ethics event, 2022

In 2022 we stayed active with many online events, and, as it became possible, re-initiated in-person events. Highlights being the online Inter-regional conference series (see section on TSKES conference series) and our International Conference in Geneva in October 2022.

These conferences gave us the clear indicator that our network is alive, well and growing. The call through this and all the year's events was heard: we need to be together to make an impact in raising up ethical leadership and living in higher education and beyond.

In 2023 and beyond, we look forward to transforming this network activity into development of the Globethics community, including growing the Consortium on Ethics in Higher Education and signing more cooperation agreements with partners.

“Globethics’ contribution and dissemination of in-depth knowledge on ethical issues are immeasurable and highly appreciable. I am always indebted to Globethics for its invaluable services in thriving the ethical principles to mankind especially among youngsters.”

*Dr Darling Selvi, India
IQAC Coordinator, Rani Anna Government College for Women
Globethics Cooperation Partner*



Supporters

Profound thanks

Globethics is grateful for all of the support given so generously in 2022 to carrying out the vision and mission, including those who gave of their time, resources and talents pro bono.

Firstly, our activities would not have been possible without the accompaniment, investment and contributions of the Linsi Foundation and of their team. We are indebted to them.

Two major projects were implemented in 2022 thanks to grants from development agencies.

- The fourth phase of the African Church Assets Programme (ACAP), which was run from August 2020 until April 2022, was completed with the support of Bread for the World – Protestant Agency for Diaconia and Development. We are pleased to announce that Bread for the World is supporting the fifth phase of the ACAP starting in March 2023.

- The Ethics Model of Excellence Tool is a platform designed for higher education institutions to carry out comprehensive self-assessments of ethics-related standards and performance funded by the Porticus Foundation with workshops in Rwanda and Ghana in 2022 and a final workshop in India in March 2023.

Globethics is appreciative of grants made by Evangelische Mission Weltweit (EMW) and Lenten Action/ Fastenaktion towards maintaining and growing the digital repository and special library collections in 2022.

Event support was given by the Ville de Genève Convention Bureau, the Ville de Grand-Saconnex, the Geneva Welcome Centre (CAGI) and by the Ecumenical Centre for the International Conference in October 2022.

Globethics recognises and is thankful for the in-kind contributions (hosting and infrastructure) and co-funding support given by local partners and donors to the regional centre in 2022.

In 2022, Globethics Publications brought out 30 titles among the 21 different series, as well as the first issue of the new Journal of Ethics in Higher Education, all available to download free as well as for sale on demand. Income from sales to bookshops, individuals and bulk orders as well as authors' contributions covered the direct printing and dispatch expenses.

Fees paid by members of the Globethics Consortium on Ethics in Higher Education ensured the activities of the Consortium, and certificate track fees paid by course participants helped to meet the costs of teachers and of the academic team.

Finally, gratitude is due to the Globethics Board, management, team members, members of the global pool of ethics experts around the world who gave so much of their time, knowledge and expertise, during the year.

Thank you!

**LINSI
FOUNDATION**

**Brot
für die Welt**

 **PORTICUS**

 **Fastenaktion
Action de Carême
Azione Quaresimale**

 **EMW**

 **avec le soutien de la
Ville du Grand-Saconnex**

CAGI 
CENTRE D'ACCUEIL DE LA GENÈVE INTERNATIONALE
INTERNATIONAL GENEVA WELCOME CENTRE

 **GENEVA
CONVENTION BUREAU**

 **World Council
of Churches**

Globethics has a transparent policy on funding and its finances. For more information about our donors, or for practical information about donations, please visit our website.

Accounts

Financial Year 2022*

Auditor's Statement

*All figures shown in Swiss francs (CHF)

"Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements and the proposed appropriation of available earnings do not comply with Swiss law and the company's articles of incorporation and Swiss GAAP RPC 21, based on core Swiss GAAP RPC."

Geneva, 20 April 2023

BfB Société Fiduciaire, Bourquin frères et Béran SA

Jean TRIBOULET

Licensed audit expert

Auditor in charge

Jean-Paul TRIBOULET

Licensed audit expert

Balance Sheet

Assets

Petty Cash	4,038.17
Cash in Bank	1,684,320.74
Accounts Receivable	16,156.76
Long-term Investments or Deposits	150,015.60
Furniture and Fixtures	400.00
Total assests	1,854,931.27

Liabilities and Fund Balances

Liabilities

Accrued Expenses	120,477.54
Other Liabilities	6,527.54
Provisions	100,000.000
Total Liabilities	227,005.08

Fund Balances

Special Funds

Strategic Development Fund	417,524.79
Cassam Fund	1,000.00
Sustainability Fund and Foundation Capital	1,209,401.40
Total Special Funds	1,627,926.19

Funds for General Operations

Beginning balance, January 1	417,524.79
Add: Surplus (loss/allocation) during the period	-417,524.79
Balance end December 31	0.00
Total Fund Balances end December 31	1,627,926.19

Total Liabilities and Fund Balances	1,854,931.27
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Income

Unrestricted Grant

Private Foundations	2,500,000.00
Subtotal	2,033,377.29

Projects

Ethics Model of Excellence Tool	212,000.00
Library Grants	55,776.98
Event Sponsorship	20,145.00
Subtotal Restricted Grants	287,921.98

Unrestricted Revenue

Regions (in-kind contributions)	45,214.66
Publications Sales	48,886.43
Academy Courses and Consortium Fees	14,992.57
Subtotal — Services and Special Projects	109,093.66
Insurance Reimbursements	75,943.31
Total Revenue in CHF	2,972,958.95

Expenses

Projects

Ethics Model of Excellence Tool	318,000.00
Africa Church Asset Management Project	90,807.55
China/Rothlin Ltd and other projects	200,000.00
Projects Subtotal	608,807.55

Academy

Academy course development, operations and Consortium services	215,836.20
Staff costs; share in overall management and administrative expenses	484,863.61
Academy Subtotal	700,699.81

Library

Library software maintenance	46,526.40
Library software improvement and upgrade	79,961.08
Licensed content	1,682.95
Server fees	17,775.60
Staff costs; share in overall management and administrative expenses	360,033.96
Library Subtotal	506,560.21

Network

Website maintenance / technical infrastructure and migration costs	55,573.20
Regional Projects and Operations	199,610.55
Events - International Conference October 2022	70,414.18
Staff costs; share in overall management and administrative expenses	390,316.49
Network Subtotal	715,914.42

Publications

Publications production costs	23,753.40
Staff costs; share in overall management and administrative expenses	102,289.32
Publications Subtotal	126,042.72

Fundraising

Fundraising expenses	3,658.07
Staff costs; share in overall management and administrative expenses	178,338.78
Fundraising Subtotal	182,023.85

Allocation to provisions 100,000.00

Total Expenses in CHF 2,940,048.57

Net Revenue before allocations 32,910.38

Allocation to sustainability fund -32,910.38

Net Surplus during the period 0.00

Leadership and Team

Board of Foundation* and Committees

* Status March 2023

The International Board of Foundation is the highest decision-making body of the organisation. Members meet at least twice a year in Board meetings, also serve on Board Committees and play an important advisory role in their respective fields of expertise.



Dr Pavan Duggal (India)

Advocate, Supreme Court of India; President, Cyberlaws.net; Chairman, International Commission on Cyber Security Law



Obiora Ike (Nigeria/Germany)

Pro-Chancellor and Chairman of Council of Plateau State University, Bokoos



Ms Isabelle Sommer (Switzerland)

Project Management, Member of the Executive Board UW Linsi Foundation



Dr Dicky Sofjan (Indonesia)

Graduate School, UGM, Yogyakarta



Dr Christoph Stückelberger (Switzerland)

President, Founder and former Executive Director of Globethics, Professor of Ethics



Dr Divya Singh (South Africa)

Chief Academic Officer, Stadio Holdings Ltd; Former Vice Principal: Advisory and Assurance Services, University of South Africa



Dr Rudolf von Sinner (Switzerland/Brazil)

Professor of Systematic Theology, Ecumenism and Interreligious Dialogue; Moderator, World Council of Churches Ecumenical Education and Formation Commission



Prof. Asha Singh Kanwar (India/Canada)

President and Chief Executive Officer of the Commonwealth of Learning (COL)

Members of the Board of Foundation and of the Executive Committee present at the April 2022 Board meeting in Geneva, Switzerland.

Left to right:

Dr Amélé Ekué, Dr Dicky Sofjan, Ms Rita Astfalck, Dr Christoph Stückelberger, Prof. Asha Singh Kanwar, Dr Rudolf von Sinner, Ms Isabelle Sommer, Dr Obiora Ike, Ms Lucy Howe López



Leadership Transition in 2022:

Celebrating Obiora Ike and welcoming Fadi Daou

As Globethics gathered for the Building New Bridges Together 2022 International Conference, it was a great opportunity to say farewell to outgoing Executive Director Obiora Ike as he handed over his responsibilities to current Executive Director Fadi Daou.

Globethics expresses its heartfelt thanks to Obiora Ike for his dedication and leadership over the past six years and welcomes this new period of transition.

Obiora Ike, Christoph Stückelberger and Fadi Daou 'passing the baton' at the International Conference, October 2022



Globethics Board Committees

Academic Committee

The Academic Committee of the Board has the responsibility, inter alia, to appoint members of the Global Pool of Ethics Experts, verify the academic quality of course programmes, advise on academic partnerships and accompany the institutional and course programme accreditation processes and activities of the Globethics Academy.

- Members: Rudolf von Sinner (Chair), Divya Singh, Christoph Stückelberger, Pavan Duggal, Heidi Hadsell, Dorcas Gordon and Fadi Daou and Amélé Ekué ex officio.

Ethics and Compliance Committee

The Committee oversees and safeguards the Code of Ethics and related policies of the organisation and investigates and advises on potential and actual conflicts of interest and allegations of wrongdoing.

- Members: Divya Singh (Chair), Christoph Stückelberger, Jean-Pierre Méan and Fadi Daou and

Lucy Howe López ex officio.

Finance Committee

The role of the Committee is to advise on and support the fundraising efforts of the organisation with the objective to ensure its financial stability and sustainability in the long-term.

- Members: Christoph Stückelberger (Chair), Dicky Sofjan, Isabelle Sommer and Fadi Daou and Lucy Howe López ex officio.

Recruitment Committee (ad hoc)

The Committee is formed when needed to conduct the search for and selection of new members of the Board of Foundation and of the Executive Committee to recommend to the Board for appointment.

Globethics reports to the Swiss Federal supervisory authority as a Foundation registered in Switzerland in accordance with the Swiss Civil Code Art 80 et seq.

Former Board Members and Senior Advisors



Ms Rita Astfalck
(Switzerland)

2020-2021



Dr Siti Syamsiyatun
(Indonesia)

2015-2020



Mr Walter Linsi
(Switzerland)

2016-2020



Dr Cui Wantian
(China)

2013-2019



Ms Joan Dubinsky
(USA)

2015-2018



Ms Ouyporn Khuankaew
(Thailand)

2017-2018



Ms Ndidi Okonkwo Nwuneli
(Nigeria)

2017-2018



Dr Guido Sacco (RIP 2021, Switzerland)

2011-2018



Dr Pablo Gentili
(Argentina)

2017-2018



Mr Jean-Claude Bastos de Morais
(Angola/
Switzerland)

2014-2018



HE Mr Walter Fust
(Switzerland)

2008-2016



Prof. Dr Parichart Suwanbubha (RIP 2016, Thailand)

2008-2016



Prof. Dr Heidi Hadsell
(USA)

2008-2016



Dr Samuel Kobia
(Kenya/Switzerland)

2008-2016



Ms Jill Cousins
(Netherlands)

2008-2016



Prof. Dr Muhammad Machasin
(Indonesia)

2009-2014



Prof. Dr Clotilde Fonseca
(Costa Rica)

2009-2012



Mr S.D. Shibulal (India)

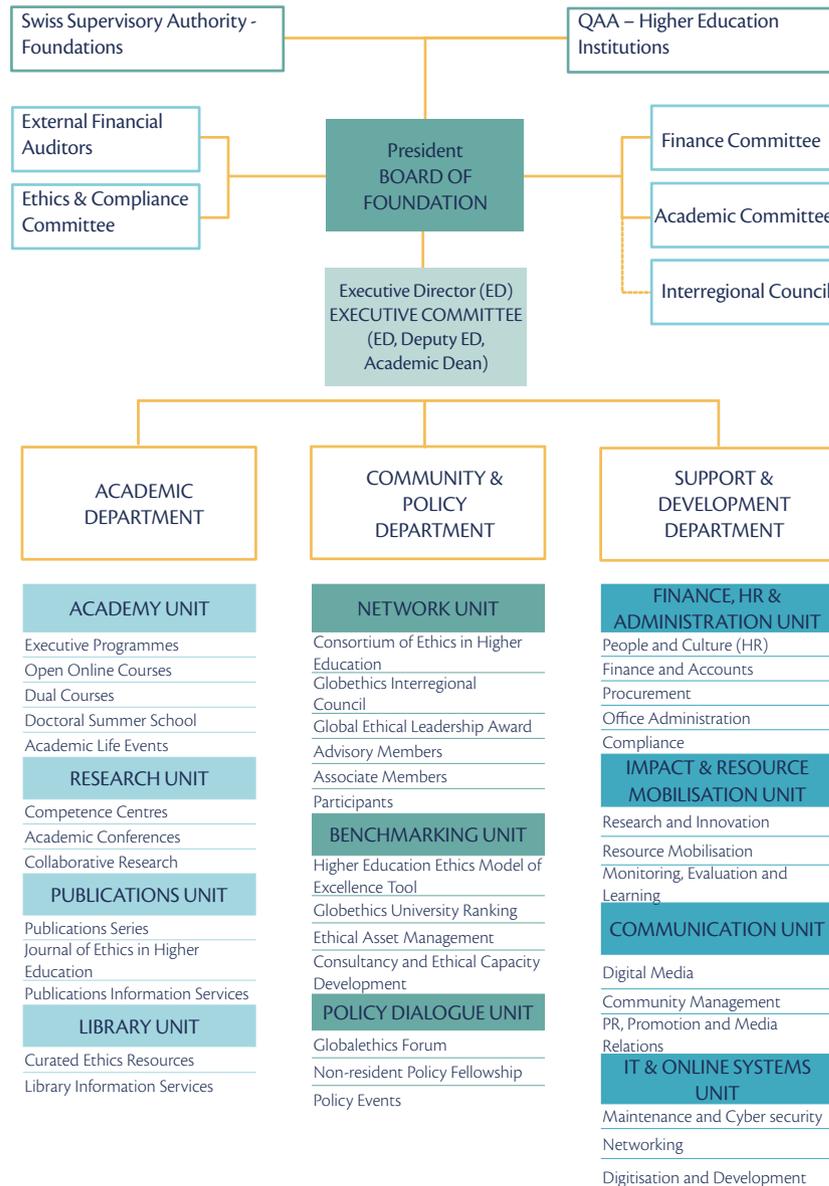
2009-2014



Mr Juan Somavia
(Chile)

2009-2010

Organisational Chart



*Status March 2023



Globethics Team, including outgoing and incoming Executive Directors, and President at the International Conference, October 2022

Globethics Team (status March 2023)

Registered in Geneva, Switzerland, as an independent, not-for-profit foundation, Globethics has its Head Office in Geneva (close to the United Nations agencies, diplomatic missions and other international non-governmental organisations), an international Board, and affiliated Centres across the globe.

The work of the organisation is carried out and supported by the Board, including the Board Committees, the Head Office team, volunteers, freelance consultants, mandate holders, the Pool of Ethics

20 staff members

13 nationalities

Experts, and regional and national representatives in Centres around the world: Accra, Bangalore, Buenos Aires, Cape Town, Nairobi, Tunis, and Yogyakarta, with new Centres being launched soon.

Globethics also counts on the practical guidance and advice of the former Board members who have accepted the invitation to become *Senior Advisors* and the former team members and consultants who contribute as *Senior Associates*, including Nadia Balgobin (training, management and procurement expert) and Teodorina Lessidrenska (sustainability). The support of our interns, Matt Begin, Joseph Patrick Cannon, Mikhail Sangaev, and Olamide Olayiwola, was also vital to Globethics' work in 2022.

The work of Globethics is organised in three departments headed by the Executive Committee: the Academic, Community and Policy, and Support and Development Departments. Oversight is assured by the Board of Foundation.

Globethics Team

*Status March 2023

Executive Committee

Fadi Daou
(Lebanon and France)
Executive Director

Lucy Howe López
(UK)
Deputy Executive Director

Amélé Ekué
(Germany and Togo)
Academic Dean

Academic Department

 **Amélé Ekué**
Department Head

 **Anja Andriamasy**
(Madagascar)
Library

 **Andreas Waldvogel**
(Switzerland)
Library

 **Ignace Haaz**
(Switzerland)
Library and Publications

 **Jakob Bühlmann Quero**
(Spain/Switzerland)
Publications

 **Allison Pierok (USA)**
Academy

 **Lidia Sloutskovski**
(Russia)
Academy

Community and Policy Department

 **Fadi Daou**
Department Head

 **Christine Housel**
(USA)
Partners and Donors

Regional Centre Managers and Assistants

 **Susan Ackah**
(Ghana)
Western Africa Centre

 **M. Eugenia Barroso**
(Argentina)
Latin America Centre

 **Veronica Estrada**
(Argentina)
Latin America Centre

 **Herbert Makinda**
(Kenya)
Eastern Africa Centre

Support and Development Department

 **Lucy Howe López**
Department Head

 **Manasa Britto (India)**
Human Resources & Administration

 **Catriona Mackenzie**
(Switzerland/UK)
Finance

 **Josie Hough (UK)**
Communications & Digital Marketing

 **Rajula V.**
(India)
South Asia Centre

 **Esther Ghosh**
(India)
South Asia Centre

 **Cut Vilda Azwar**
(Indonesia)
East Asia Centre

Navigating Life

Globethics Strategy 2023-2027

After eighteen years of existence and a continuous development and enrichment process, with and through our global community spread across 138 countries, Globethics is confident to move to the next level represented by a new strategy with eight thematic and development priorities.

Following approval by the Board in January 2023, the Strategy 2023-2027 was launched on 5 April 2023 in a hybrid global ceremony celebrated simultaneously online and in Globethics Centres around the world: Geneva, Bangalore, Yogyakarta, Nairobi, Accra, and Buenos Aires, with the participation of the two new regional Centres in South Africa and Tunisia.

Under the slogan 'Navigating life', Globethics launches this new Strategy as a symbol of hope for the future. It is particularly relevant in the face of increasing fragility and widespread uncertainty, highlighted in the 2022 United Nations Human Development report entitled Uncertain Times, Unsettled Lives. In

Vision

Ethical leadership for a just, inclusive and sustainable world.

Mission

Equipping individuals and institutions for ethical thinking, decision-making and action through higher education and policy engagement from cross-cultural and global perspectives.

these times, ethics can be compared to a lighthouse whose light guides vessels to harbour in a stormy sea, and ethical leadership becomes the sign of hope in navigating the way.

Globethics' strategic plan for the period 2023-2027 aims to offer the framework for this role, to orient the organisation as it endeavours through higher education and global engagement to empower current and future leaders to take responsible, informed decisions and courageous actions in difficult and complex circumstances.

This strategy is inspired by, built with, and hence co-owned by our global community of members, partners and stakeholders. This co-ownership is a critical framework for the continuous assessment of its implementation and necessary reviews. It also allows us to achieve its objectives and celebrate its milestones together.

Values

- *Justice*
- *Peace*
- *Dignity*
- *Inclusiveness*
- *Quality*
- *Sustainability*
- *Integrity*
- *Responsibility*





Our Theory of Change

People, and especially leaders, need to be empowered in their integrity and equipped to challenge, make decisions and take actions for the common good. With ethical leadership through higher education and global engagement, Globethics aims to achieve transformative change by bringing innovative ethical solutions in four thematic priorities:

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| <p>1 Priority 1: Ethics and Standards in Higher Education</p> | <p>2 Priority 2: Ethics of Sustainability and Environmental Justice</p> |
| <p>3 Priority 3: Ethics of Digital and Emerging Technologies</p> | <p>4 Priority 4: Ethics of Inclusive Peace and Responsible Governance</p> |

and through our structural responses to four development priorities:

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| <p>5 Priority 5: Global Engagement</p> | <p>6 Priority 6: Transformative Impact</p> |
| <p>7 Priority 7: Resource Development</p> | <p>8 Priority 8: Empowering Communication</p> |

to work towards ethical leadership for a just, inclusive and sustainable world for all.

[Read the Strategy 2023-2027](#)



Globethics

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