

## **Introduction and Background**

### **For IUPUC Shared Values & Beliefs**

Indiana University Purdue University Columbus (IUPUC) aspires to be distinguished as a destination of choice for higher learning, recognized as an institution of focused academic inquiry where students can complete their degrees, and known internationally. These aspirations describe IUPUC's Mission level sense of the future.

While representing IUPUC, faculty and staff are expected to make decisions that are consistent with a common set of Shared Values and Beliefs. These IUPUC Shared Values and Beliefs are not meant to be a statement of how the world should work. Rather, they are a collection of values and beliefs that guide our actions at IUPUC. As such, the IUPUC Shared Values and Beliefs are not meant to guide decision-making for personal reasons nor is there any expectation that faculty and staff will adopt these values and beliefs in their personal lives. The IUPUC Shared Values and Beliefs exist to guide decision-making when the individual is representing IUPUC in any way and at any time.

There will be times when one particular value or belief will be more important in a particular setting than other values and beliefs. IUPUC understands that in any values and beliefs led system, there are moments when those values and beliefs might come into conflict. IUPUC expects faculty and staff to recognize these moments and make choices that are informed by these shared values and beliefs.

At all times, decisions made on behalf of IUPUC should be guided by IUPUC's Shared Values and Beliefs. Accordingly, training will be provided so that faculty and staff are prepared to recognize, understand and apply the IUPUC Shared Values and Beliefs while they work at and represent IUPUC.

## IUPUC STATEMENT OF SHARED VALUES & BELIEFS

### Excellence – Collaboration & Innovation – Respect – Honesty & Integrity

The purpose of IUPUC is to deliver academic and administrative **excellence** in higher education, through an orientation towards **collaboration and innovation**, with **respect** for all who come to our campus, and with **honesty and integrity** at our core.

#### Excellence

IUPUC will build and maintain the very highest standards for faculty performance, as well as for service quality in the administration of IUPUC. This means that:

- IUPUC faculty will teach, conduct research, and perform service under the highest standards of the scholarly profession for similar universities, regardless of rank, title, or other status indicators
- IUPUC faculty and staff will strive at all times to both deliver unmatched service quality and respond positively to feedback from stakeholders

As part of Excellence, when we set goals, they will be realistic but they will also stretch our skills. Excellence means that we will strive to achieve each of the goals we have set. Also as part of Excellence, we will seek the best benchmarks or examples in higher education and industry and we will measure IUPUC's accomplishment against them.

Our stakeholders include people and institutions with which IUPUC has relationships. Our stakeholders have a vested interest in our faculty and administrative performance and quality. Since we want our stakeholders to continue choosing IUPUC, we will respond carefully to their needs.

#### Collaboration & Innovation

A belief in the power of Collaboration is foundational to IUPUC's culture – where so many successes are linked to the combined efforts of people with different skills. So Collaboration is a fundamental Shared Value and Belief at IUPUC.

Collaboration means that we possess, and use for IUPUC's benefit, skills that facilitate working together toward commonly sought outcomes. Our belief in collaboration requires that we continually ask whether there are others on campus or outside of campus who possess vision, ideas, and skills that complement or challenge our own. This belief also requires that we have the capability to both lead and support on collaborative projects. It also requires that we maintain a firm awareness of our environment so that we might be

able to discern others' feelings. Our belief in Collaboration is a reminder that we know we do not always have all the answers.

We also believe in the benefits of innovative thought and action. Importantly, we know that innovation can derive as much from collaborative effort as it can from individual focus. In fact, we believe that some of the best innovative outcomes are achieved through the collaborative process of pooling ideas, talents, and resources.

At IUPUC, Innovation means being forward looking within our focus, possessing a progressive attitude, and not being fearful of operating at the frontier of our experience and creative skills. Innovation also means that we do not rest on our accomplishments at IUPUC.

Through Collaboration and Innovation, as Shared Values and Beliefs at IUPUC, we know that our decisions are guided by the best contributions from our campus, our community, and our region.

## **Respect**

Respect can be expressed in several forms. In the intangible, respect means that there is a sense of compassion about what we do on our campus. This compassion is expressed in many ways from responding to the unexpected request of someone in need to rallying around issues that affect the quality of life in our society. The IUPUC campus is a place where our sense of community always keeps us open to opportunities to place the needs of others above our own needs.

In the tangible sense, respect is about the aesthetic feel of the campus – the where and how of the campus. This aesthetic includes the ease with which all students, faculty, staff and visitors can maneuver around campus, the attractiveness of campus facilities, and the overall sense of campus security and the campus as a place where higher inquiry and learning happens.

The important elements in our Shared Value and Belief of Respect are:

- Diversity – Diversity is all around us and is a reality expressed in innumerable ways. IUPUC believes that our ability to value diversity on campus is at the core of what we mean about Respect. The diversity at IUPUC is of the broad sense – diversity of thinking, diversity of academic inquiry, diversity of backgrounds, cultures, and personal circumstances. With Respect as a Shared Value and Belief, we seek to maintain a campus that is mindful of its role as a home away from home for our students but that also offers exposure to a broad selection of distinct human cultures.
- Empowerment – At IUPUC, it is important that faculty and staff be comfortable making decisions. This means that we must know when to seek consultation, or request guidance and that we be able to ask questions freely. It also means we understand there will be times when guidance and dialogue are not available, yet we

must nonetheless make a decision. Our belief in Empowerment as an element of Respect includes an expectation that IUPUC leadership will support faculty and staff decision-making. This means that faculty and staff at IUPUC will be prepared and equipped, no matter what their rank, to make decisions with confidence.

- Creativity – Academic and scholarly inquiry are nursed by a creative sense at their foundation. IUPUC aspires to be a university where creative expression is honored and supported as part of our shared belief in Respect. On the IUPUC campus, we will celebrate in common our creative skills and look for ways to use them to the benefit of humanity.
- Communication – Unless we respect the importance of thoughtful communication, we miss opportunities to learn, we make IUPUC a less attractive place to be, and we prevent IUPUC (and each other) from achieving goals.
- Relationships with Others – We seek to treat others the way they want to be treated. This requires that we be responsible for listening carefully, discerning meaning and intent, and then responding with helpful, non-judgmental support or direction. Note that although there are valuable elements of the “Golden Rule” invoked here, we do not refer to how we want to be treated. Instead, we expect the IUPUC faculty and staff will make the added effort to understand how others want to be treated. Although we strive to address the needs of others, we also know there will be conflicting needs among people from time-to-time. At these times it is important to think carefully about outcomes and to understand that chosen solutions will not necessarily satisfy all needs.
- Work/Life Balance – IUPUC includes among its Shared Values and Beliefs the importance of maintaining a balance between work and other life issues. We know that it is hard to concentrate on one’s own work tasks when there are unaddressed issues confronting us in our personal lives. There will be times when our ability to perform at work is directly related to the stability we feel outside of IUPUC. So, we know there will be times when it is right for us to focus more on personal issues and times when it is right to focus more on work issues in order to maintain a good work/life balance.
- Having Fun – We spend too much time together on campus not to enjoy each others’ company. So it is important that we are able to have fun together but, as part of our respect for each other, we recognize that we should not have fun at the expense of others.

### **Honesty & Integrity**

At IUPUC, we will be honest in our interactions with others and we will act consistently in ways that align with our Shared Values and Beliefs.

By Honesty, we mean having truthful, empathetic response to issues. However, we understand that it is possible to be honest but not necessarily act in ways that are consistent with IUPUC’s Shared Values and Beliefs. So, a belief in honesty alone does not seem adequate. This is why we pair Honesty and Integrity.

Integrity is about the consistency of our actions. At all times when representing IUPUC, we will behave in a manner that is consistent with our Shared Values and Beliefs.

By pairing these two Shared Values and Beliefs, we recognize the importance of honesty as a fundamental human value. We also recognize the importance of integrity in the context of community where it is important to have confidence that our actions will consistently follow a known standard.