

## HOW DO SHARED VALUES RELATE TO MY JOB/ROLE?

---

**Quality:** Ensure that an ongoing and pervasive quest for quality informs the decisions we make, the people we hire, the students we admit, the programs we offer, and the way we conduct ourselves.

- I continually ask how I can improve what I and my department are doing and seek ways to improve while building on strengths, quality of interactions, relationships of mutual respect.
- I routinely step up and act as a leader within my department by being open and honest, following through on commitments, and doing the right thing.
- I respect shared governance by working across boundaries for decision making.

**Integrity:** Demonstrate integrity through rigorous adherence to ethical standards; respect for shared governance; support for work-life balance and equitable policies; impartiality and freedom from conflicts of interest; and trust-based relationships with academic, corporate, government, and community partners.

- Recognizing that I am a model for my team, I strive to make my decisions and actions consistent, clear, and transparent in order to build trust with my team and colleagues.
- I work across boundaries, equally sharing decision making and accountability.
- I strive to always follow through on commitments.
- I evenly and fairly apply work life balance standards across my department.

**Diversity:** Create and support a diverse university in all of its manifestations both because diversity has instrumental value—it makes Drexel's students, faculty, and University community more competitive globally—and because diversity has inherent value—it fosters understanding, respect, and opportunity—thereby forging a better university for all.

- I welcome and respect the different points of view of colleagues and team members.
- I foster an environment where my employees feel comfortable expressing difficult viewpoints even if they are different from mine or other leaders'.
- I hire diverse team members, seeking out opinions/views outside of my area/expertise and to gain additional perspectives.
- I am inclusive of all colleagues and students impacted by programs and decisions that result from my department.
  - Before taking action, I set up meeting to discuss project, risks with all stakeholders impacted by the decisions.
- I take the time to learn about cultures other than my own by asking questions and having a sense of curiosity and humility.
- Examples: Hire student intern, learn about culture, take class to better understand students/culture, attend forums, take in student over break for dinner, initiative to learn, OED events (book circle, talks, etc.)

**Access:** Provide access to a Drexel education to as many high-potential students as possible through innovative academic support programs, generous scholarships, financial aid, and other financing methods, and support these high-potential students to facilitate academic success and graduation.

- I look for the potential in others, encouraging employees to grow and advance in their careers, to continue education in degree courses or other learning opportunities, audit classes, and to discover how to manifest and grow their own potential
- I open portals of accessibility so that my team and colleagues can get to the next level in their careers, so that students' experience with my department surpasses their expectations, ensures their success and graduation.
- I build loyalty among my colleagues and team through accessibility and reliability.
  - Example: Financial Aid: supports student experience, routinely helps students through financial issues (creative ways), hiring WS students, giving work experience, mentoring, look for potential in each student
- I develop comprehensive relationships with organizations and corporations so that Drexel achieves mutually nourishing and productive relationships.
- I support employees who interface with students.
- I support the range of students (traditional, returning, grad, non-matriculated) at Drexel through increased access and facilitate academic success to enable student graduation regardless of my area.

**Stewardship:** Provide exceptional stewardship over the University's financial and physical resources while growing these resources through enrollment, philanthropy, government support, an incentive-drive resource allocation process, and wise investment of our endowment.

- I establish relationships with possible donors to build Drexel's brand by participating in community projects.
- I routinely redesign processes to achieve efficiency and cost savings.
- I am a champion for recycling (paper, plastics, toner credit) and consciously conserve power by turning off power and lights when possible.
- When I see something broken, I take the necessary steps to see that it is fixed.

**Innovation and Entrepreneurship:** Continue to take informed, carefully-calculated and strategic risks to build upon our successes, start new ventures, and forge a different path forward. This legacy of innovation and entrepreneurship is the gift of our founder, Anthony J. Drexel, and it is a legacy that must be preserved, celebrated, and continuously renewed.

- I seek out collaboration across the University through teamwork and forging partnerships.
- I use street smarts and alternative resources to achieve goals rather than relying on additional funding.
- I work with others to conceptualize new ideas into pilot programs/processes to innovate and create something new. We then learn from our experiences, make revisions and build upon successes in order to improve the program or process.