UI Values Refresh Project

Staff Council
April 10, 2019

Steve Paulsen, Occupational Safety Manager, Staff Council Rep
Jason Rantanen, Professor of Law and Ferguson-Carlson Fellow in Law
Teresa Kulper, Senior HR Director, Organizational Effectiveness
UI Values Refresh Project

Workgroup Charge

• Understand context and landscape of current UI Core Values
• Create meaningful, useful and relevant definitions for current UI Core Values
• Recommend ways to communication and utilize the UI Core Values

Workgroup members

Faculty Senate Rep, Jason Rantanen (co-chair)      University Human Resources, Teresa Kulper (co-chair)
Strategic Communications, Ben Hill               Office of the Provost and DEI community, Diane Finnerty
UI Health Care and Senior HR Leader, Keith Clasen    Staff Council Rep, Steve Paulsen
Student Council rep, Heath Schintler               UI Athletics, Kara Park
Diversity Resources Director, Brianna Marcelo
UI Core Values

• **Responsibility**
We strive to be dependable, accountable and trustworthy. Through our words and actions, we endeavor to be faithful stewards of the legacies and resources entrusted to us.

• **Excellence**
We constantly reach for the highest quality of education, research and service. We expect the best effort from ourselves and colleagues in all that we do, and continually seek to improve.

• **Community**
We recognize that people make our institution what it is. We are committed to fostering an open and welcoming environment where all can collaborate and support each other.

• **Learning**
We believe that learning should permeate all that we do. Growth and development are essential to university life regardless of role, responsibility or discipline.
UI Core Values

• **Integrity**
  We understand the importance of doing what is right, even when it is not easy or popular. We strive to align our words and our actions, and value the highest academic, personal, and professional ethical standards.

• **Respect**
  We recognize the innate value of each individual. We treat people in a way that acknowledges their perspectives and their experiences, fostering trust and understanding.

• **Diversity**
  We will achieve excellence through recruiting, retaining, and advancing a diverse campus community, building an inclusive campus culture in which each of our unique social identities are valued, and ensuring our policies and practices are equitable and designed to eliminate disparities.
UI Values Refresh Project Recommendations

Communication
• Share with stakeholder groups
• Integrate into faculty, staff and student orientation, onboarding and relevant practices
• Update UI websites and do an article

Action
• Consider having workgroup re-visit during strategic planning processes
• Keep good records
• Encourage members of the UI Community to engage with the UI Core values when communicating or taking action

Diversity Equity and Inclusion
• As the UI makes a paradigm shift from its core value of Diversity to a renewed commitment to advancing Diversity, Equity and Inclusion, we recommend a more comprehensive look at the values during the strategic planning process of 2021. Per our charge, the UI Values Refresh project modified the definition of the current Diversity core value to better align with this changed paradigm, but we recommend a more comprehensive review and revision of the core value in the future.