Examples of Demonstrating Shared Values

This document provides the definition of each of the shared values, followed by a few possible examples of ways in which employees – both managers and non-managers – can demonstrate the values in action.

Quality

Definition: 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.

Examples:

- I continually ask how I can improve what I and my department are doing, discuss ideas with my supervisor and others, and implement them.
- I routinely step up and act as a leader within my department by volunteering to take on projects, following through on commitments, and doing the right thing.
- When a colleague unexpectedly went on FMLA in February, I assumed her critical job responsibilities without being asked to ensure that there weren't any gaps in service for patients.
- Before implementing a new process to enter incoming student information, I formed a focus group comprised of immediate team members and key stakeholders in order to discuss the strengths/weaknesses of our current process and brainstormed ideas to improve.

Integrity

Definition: 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.

Examples:

- Recognizing that I am seen as a role 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 am viewed as trustworthy by colleagues, students, and customers.
- I routinely establish relationships with faculty and professional staff members from different departments across the University to gain a better understanding of how programs/processes affect others.

Diversity

Definition: 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.

Examples:

- By being friendly and open to new ideas, I foster a welcoming environment where colleagues feel comfortable expressing viewpoints that may be different from mine.

- I seek views outside my area of expertise to gain additional perspectives and broaden my understanding of others.
- I learn about different cultures by asking questions and having a sense of curiosity and humility.
- I actively participate in book discussions, programs, and other opportunities to learn about diversity.

Access

Definition: 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.

Examples:

- I strive to enable student success, either directly by supporting students or indirectly by supporting those who work with students.
- I support the development of my direct reports by encouraging learning and offering opportunities for enhancing skills and knowledge.
- I respond professionally and promptly to students with financial aid issues, implementing creative solutions when an obvious solution isn't available.

Stewardship

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

Examples:

- I establish relationships with possible donors to build Drexel's brand by participating in community projects.
- I redesign processes to achieve efficiency and cost savings.
- I am a champion for recycling (paper, plastics, toner) 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

Definition: 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.

Examples:

- I collaborate with others through teamwork and by forging partnerships.
- I use creative problem solving and alternative resources to achieve goals rather than relying solely on additional funding.
- I work with others to conceptualize new ideas into pilot programs/processes to innovate and create something new.