A Values** Based Culture

**Service**
Serve our community
- Provide excellent education, research, and patient care
- Create positive experiences through a culture of “yes”
- Partner with our community to improve healthcare

**Respect**
Demonstrate high regard for self and others
- Treat others as we would like to be treated
- Be aware of how our actions impact others
- Communicate in a courteous, kind, and respectful manner
- Assume good intentions
- Listen first to understand

**Accountability**
Be responsible for decisions, actions, and impact
- Acknowledge and learn from both successes and failures
- Promote responsible management of resources
- Be a dependable team member and leader
- Hold ourselves and each other accountable by accepting and giving constructive feedback
- Respond rather than react

**Integrity**
Be ethical and trustworthy in every situation
- Honor commitments
- Lead by example
- Be honest in purpose, interactions, and expectations
- Comply with laws, rules, and regulations

**Advancement**
Improve the institution through creativity and discovery
- Seek opportunities for growth, partnership, and improvement
- Promote innovation and a culture of positive change and creativity
- Demonstrate and inspire commitment to lifelong learning and personal development

**Teamwork**
Include diverse perspectives to achieve our mission
- Empower and energize one another to create positive growth
- Promote a culture of diversity and inclusivity
- Foster a fun and healthy environment that encourages team spirit
- Recognize and celebrate contributions and achievements
- Collaborate across disciplines and professions as one team