Ohio State Ethos = Vision, Mission, Values, Principles, Behaviors

Vision
What we aspire to be

Mission
What we are committed to

Values
What we believe are most fundamental to achieve our Vision and Mission

Principles
What helps us orient decision-making and brings additional depth and dimension to our Values

Behaviors
What specific expectations we set for realizing our Values and Principles

Outcome
Reinforcing our ethical culture and living our shared values to better advance the university’s core work of teaching, learning, research, and service.
Vision
The Ohio State University is the model 21st-century public, land grant, research, urban, community engaged institution.

Mission
The university is dedicated to:
• Creating and discovering knowledge to improve the well-being of our local, state, regional, national and global communities;
• Educating students through a comprehensive array of distinguished academic programs;
• Preparing a diverse student body to be leaders and engaged citizens;
• Fostering a culture of engagement and service.

We understand that diversity and inclusion are essential components of our excellence.

Values, Principles, Behaviors

Excellence and Impact
Demonstrating leadership in pursuit of our vision and mission
Principle: Advancing sustainable and evidence-based solutions through mutually beneficial partnerships
Behaviors: Together, we
• Stimulate creativity, critical thinking and problem solving
• Proactively collaborate with others and strive for meaningful outcomes
• Are bold in our endeavors and create environments to foster new approaches
• Demonstrate persistence and commitment
• Inspire others to join in and take action
• Champion everyone’s potential for success

Diversity and Innovation
Welcoming differences and making connections among people and ideas
Principle: Encouraging open-minded exploration, risk-taking, and freedom of expression
Behaviors: Together, we
• Are curious and open to different experiences
• Recognize everyone’s potential to contribute new ideas
• Actively engage others’ perspectives as opportunities for individual and institutional growth
• Work toward creative, collaborative solutions
• Use our successes and failures to learn and improve with humility

Inclusion and Equity
Upholding equal rights and advancing institutional fairness
Principle: Advocating for access, affordability, opportunity, and empowerment
Behaviors: Together, we
• Intentionally foster a sense of belonging where all are valued
• Strive to understand and appreciate each other’s backgrounds and experiences
• Listen to multiple voices and engage in civil discourse
• Acknowledge and address individual and systemic effects of bias and discrimination

Care and Compassion
Attending to the well-being of individuals and communities
Principle: Putting people at the center of all we do
Behaviors: Together, we
• Are compassionate and meet people where they are
• Protect the vulnerable and marginalized
• Encourage self-care and support the whole person, at work and at home
• Nurture a community of mindfulness, kindness, and gratitude

Integrity and Respect
Acting responsibly and being accountable
Principle: Building trust through honesty, transparency, and authentic engagement
Behaviors: Together, we
• Value our greatest resource, our people, and acknowledge the contributions of every individual
• Allow people to make and learn from mistakes
• Work conscientiously and assume positive intent of others
• Actively listen and engage in open, honest dialogue
• Are good stewards of our and others’ resources
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