



Our Shared Values Framework



- ✓ Expresses who we are as an institution
- ✓ Provides a platform for advancing a healthy and ethical culture
- ✓ Presents an opportunity for framing and motivating new initiatives and positive collaboration within and across units



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
- Support each other’s physical and mental health
- Nurture a community of kindness and gratitude
- Foster individual growth and development
- Empower people to overcome obstacles

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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