Our Shared Values Framework

- **Vision + Mission**: What we are dedicated to
- **Values**: Enduring commitments that shape our culture
- **Principles**: Established goals that reflect our values
- **Behaviors**: Expectations for our work together

✓ 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.

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

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
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