

## Professional Programs Values Statements

Value	Descriptor	Team Values Statement	What will we hear each other say, and see each other do, as we live this value?	What will our stakeholders hear us say and see us do?
<b>Authenticity</b>	Working in, with and for the communities in which we are based, we are responsive to their needs and champions for transformative education and research. In doing so we act ethically, transparently and with generosity of spirit.	<p>Within our team, we will be true to ourselves.</p> <p>We will apply our unique experiences, skills and knowledge collectively for the betterment of JCU.</p> <p>We work in the service of the University. We deliver on our promises.</p>	<p>We respect our colleagues and our leaders.</p> <p>We are honest with each other and share concerns as they arise and discuss solutions together.</p> <p>We are respectfully curious to alternative opinions and support diverse viewpoints.</p> <p>We engage in perspective-taking before we offer our own perspectives.</p> <p>We discuss what we achieved with critical and inquisitive approach: what we will need to change to achieve stronger and improved results in the next year.</p> <p>We are committed to solving problems and not spending energy and time on displaying stress and negative emotions.</p>	<p>We are a team of academics dedicated to our discipline, the university's cause and the project of higher education for the improvement of society and achieving sustainable development goals. We are advancing scholarship, teaching and research across all professional programs.</p> <p>We care about our students and support them when they need help to ensure they achieve their learning and career goals.</p>
<b>Excellence</b>	Our global reputation for cutting-edge research and education is built in equal parts on our responsiveness to the unique characters of the places in which we work and our commitment to excel in everything we do.	<p>We will be present, engaged and well prepared for all our meetings</p> <p>We understand our unique role and place in ensuring the future prosperity of our communities</p>	<p>We support and sustain our collaborative spirit and contribute to the whole-of-organisation collaborative capital.</p> <p>Our research and scholarship international collaborations are developed by our team, to the benefit of local and international community of students, industry practitioners, and researchers at large.</p>	<p>We are being invited to research collaboration and we initiate collaborative projects ourselves.</p> <p>We are looking for ways to reach our students and improve our course and subjects to benefit our students' careers and lifelong learning.</p>
<b>Integrity</b>	We hold ourselves to the highest standards of professional and scientific conduct. We are proactive in identifying and acting on barriers to inclusiveness and diversity in all aspects of university life.	<p>We will always act honestly and in the best interests of JCU, its staff and students.</p> <p>As leaders we recognise the need to behave ethically and to do the 'right thing' at all times.</p> <p>We are consistent in our decision making, treating everyone fairly at all times.</p>	<p>We contribute to breaking down barriers that students may face while learning and engaging with the university.</p> <p>We improve our learning materials' accessibility to diverse individual and student groups (e.g., international students or students with dissimilar language backgrounds).</p> <p>We are guided by ethical principles and are congruent in our personal and professional values.</p> <p>We respect our team, our colleagues and the university as our workplace.</p>	<p>We display positive outlook promoting benefits of higher education and the most important public good, our university and our region to stakeholders and people who we encounter in life.</p>
<b>Respect</b>	JCU fosters a respectful environment for robust debate and a diversity of ideas, engaging our staff and students in a supportive, culturally respectful and connected community of higher learning.	<p>We understand that we 'set the tone' for JCU; a respectful and open workplace culture starts with us.</p> <p>We have a deep regard of the contribution of all our staff and students to the university</p> <p>Everyone in our community has the right to be treated with respect at all times</p>	<p>We work on improving our academic leadership. We instill positive and respectful work culture and promote autonomy, confidence and relationship making and nurturing within our team and with other university teams and external parties.</p> <p>We are working conscientiously and respectfully together across organisational boundaries.</p>	<p>We support each other and enable others to provide meaningful contribution to achieving their team and organisational goals.</p> <p>We demonstrate to others that each individual contribution matters and we acknowledge that everybody in their work and career strive to matter and change changes to improve our students lives, community and society at large.</p>