

Principles of Community

The University of Texas at Arlington
The Office of Human Resources

The Principles of Community

Purpose

The Principles of Community serve as the heart and soul of our **engagement** with each other and the larger community we serve. These principles bring us **together** and **ground** us in our mission of research, teaching, and public service. These must **characterize** the environment in which we work, communicate, and interact with each other.

The Principles of Community

- ❖ Mutual Respect
- ❖ Constructive Communication
- ❖ A Supportive Environment
- ❖ Collaborative Relationships
- ❖ Leadership and Service
- ❖ Inclusion and Diversity

A set of six standards that guide our **commitment** to the advancement of knowledge and the pursuit of excellence.



**WE ARE NOT
A TEAM
BECAUSE WE
WORK TOGETHER.
WE ARE
a team because
WE RESPECT,
trust, and care
*for each other.***

...

@ValaAfshar

Mutual Respect

- ❖ Mutual respect is the bedrock of our principles
- ❖ We will build trust by finding ways to communicate with one another respectfully
- ❖ We will listen, not just to hear, but to try and understand.

Constructive Communication

- ❖ Begins with honesty and personal integrity, taking responsibility for how and what we state
- ❖ Characterized by clarity and transparency
- ❖ Guided by responsiveness to situations and events
- ❖ Demonstrated by cultivating an atmosphere in which knowledge is shared

A Supportive Environment

- ❖ When people feel they are connected to the UTA community
- ❖ Exists through our actions and how we behave towards one another
- ❖ We will cultivate a supportive atmosphere

Collaborative Relationships

- ❖ Actively working together and sharing common goals
- ❖ Leads to innovation and defines what we contribute to the world at large
- ❖ We will seek to build collaborative relationships in our work and study

Leadership and Service

- ❖ We provide leadership and service to the communities that surround our University
- ❖ We fully engage and interact with the communities of the world

Inclusion and Diversity

- ❖ Reaching out across divisions and differences of all types often
- ❖ Enables us to be agents of change in an evolving world
- ❖ We will create a deep and abiding culture of inclusiveness

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Reflective Questions

Mutual Respect	Collaborative Relationships
Constructive Communication	Leadership & Service
Supportive Environment	Inclusion & Diversity

- Is there a need to promote the *Principles of Community*? If so, why?
- What is the impact on individuals, departments and the university as a whole if we fail to embody the *Principles of Community*?
- What are some innovative ways that we can promote the ideals of the *Principles of Community*?
- What are some barriers to effectively applying the *Principles of Community*?
- How can we sustain the *Principles of Community* so as to enhance our university culture?

Thank you!

UNIVERSITY OF TEXAS  ARLINGTON

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