

 **PARA
HULO'**
EVER UPWARD



 **UNIVERSITY OF GUAM
SHARED VALUES**

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GUAM**
UNIBETSEDÁT GUÁHAN

We, the Tritons of the University of Guam, recognize our educational, scientific, outreach, and institutional responsibilities. We are mindful that the University is critical for the success and well-being of the people of Guam and the Western Pacific Region. We see the University and the communities that we serve as inextricably interdependent. We acknowledge that it is a privilege to work and study at the University of Guam and we honor that privilege through our gracious words, trustworthy behavior, commitment to excellence, and purposeful actions every day. A shared sense of commitment and excitement to the University's mission and future energizes our activities. As employees, our individual responsibilities are connected to the work of our colleagues and students. It is our responsibility and passion to support them with proactive, superior and effective service. As students, we accept the challenges of the educational experience with appreciation and conviction. As a Triton community, we are individually responsible to the institution and to each other.

In fulfillment of our individual aspirations and the University's mission, we make this pledge in the spirit of the traditional value of inafa'maolek. In CHamoru, inafa'maolek literally means making it good for each other. Figuratively, it means interdependence. We promise that when students, employees, families and visitors come to the University of Guam, they will bear witness to inafa'maolek at work in all of our activities.

This following list of shared values was developed in 2019 by the University of Guam Community as part of the Para Hulo Strategic Planning process.





Respect and Supportiveness

1. We strive for superior customer service and work to fix systems that don't provide an optimal customer service experience. We support a community and climate of respect
2. We recognize the skills and unique contributions of every person in the University community and honor their fundamental value and dignity.
3. We value differences and treat others with civility, encouraging open and honest communication.
4. We ensure that all services are always performed with hospitality, genuineness, dignity, and respect.
5. We strive to always see the good in others and try to find strengths in people instead of spreading negativity.

Honesty, Integrity, Trustworthiness and Dependability

1. We are committed to honesty and integrity in our academic programs, research efforts, service to the community, institutional operations and relationships with each other. Integrity means upholding the moral principles and purposes for which the University stands.
2. We stand for academic freedom, honesty, excellence, and progress for the communities that we serve.
3. We are committed to performing our work completely and accurately and strive to meet and exceed expectations of those who place their confidence in us.
4. Our word is our promise, and we keep our commitments.



High Standards

1. We continually seek improvement in all mission-critical areas and to be a model for others to follow.
2. We expect greatness out of ourselves and each other, every day, because Guam and the region deserve a high-quality university that advances our society.

Diversity

1. We value a campus climate and culture where our interactions are respectful and free speech is protected. The University of Guam is a place where we can work and learn in an atmosphere of dignity and acceptance through inclusive dialogues, interpersonal experiences, and intercultural appreciation. We are responsible for creating this culture.
2. We strive for excellence in all our endeavors while recognizing that our differences allow us to learn from one another and make us stronger.



Community Engagement

1. We endeavor to use our knowledge and insights to collaboratively engage in opportunities and address community issues.
2. We invite community members of all ages, and our alumni, to engage with UOG professionals on our campus so we can learn together.





Sustainability and Campus Beauty

1. We are privileged to study and work on a beautiful ocean-view campus and endeavor to create and maintain its beauty while protecting the natural environment.
2. We seek to be a model of how to live sustainably.

Innovation and Proactivity

1. We frequently ask, "How can this be done better?" and then we look for ways to make better happen.
2. We have an affinity for action: a core desire to help others be successful, and we have a sense of urgency to provide outstanding service the University community.
3. We actively contribute to the scientific and cultural knowledge of Guam and the region through outstanding and focused teaching, research, and service.
4. We foster and convey new knowledge to our students and the communities we serve.



As Students ...

1. We are individually responsible for meeting UOG's high academic standards and Student Code of Conduct.
2. We are open-minded to new ideas and cultures, respect and engage with our peers, faculty, and the UOG community in and out of the classroom.
3. We understand that we have the individual power and responsibility to make Guam, the region, and the world a better place.

As Staff Members ...

1. We are committed to providing a safe, clean, welcoming and positive environment for our students and the University community.
2. We conduct ourselves in a professional manner, deliver the highest standards of service, and demonstrate honest and ethical behavior.
3. We work together as a team in order to achieve excellence and recognize our role in contributing to the education of our students.

As Faculty Members ...

1. We behave in an ethical and professional manner and challenge our students with a rigorous curriculum aimed at broadening their perspectives and providing critical knowledge and tools to interpret life and to be proactive problem solvers.
2. We make discoveries, create innovations, seek solutions, and share what we know to improve the quality and prosperity of our islands.
3. We engage in the shared governance of the University with the Board of Regents, the Administration, the Staff, and the Student Body.



As Administrators ...

- 1.** We take seriously our responsibility to lead UOG in a way that brings honor to the institution, the people of Guam and the students and employees of the university every day.
- 2.** We keep UOG financially solvent and actively look for ways to increase our funding base and responsibly manage our costs.
- 3.** We hold everyone, especially ourselves, to the highest standards of professional and ethical behavior. We comply with local and federal laws and University policies.
- 4.** We promote the conditions where excellence is established, nurtured, and is recognized.
- 5.** We create a work and learning environment where motivated individuals can excel and accomplish their professional and educational goals in knowledge development, research, and extension & outreach, and service support.
- 6.** We behave in an ethical and professional manner, set high performance standards, provide mentorship, invest in employees, remove barriers, share authority (appropriately), measure outcomes, and reward innovation and success.
- 7.** We foster multi-group collaborations, on- and off-campus, and lead improved processes development to promote improved customer service and significant impact for UOG, Guam, and the region.



