# K-State Research and Extension
# Statement of Organizational Core Values

K-State Research and Extension is guided by

**INTEGRITY** to develop and deliver credible information,
**COMMUNICATION** to provide common understanding,
**SCHOLARSHIP** to foster lifelong learning,
**LEADERSHIP** to serve as an agent of change,
**INCLUSION** to foster active participation by all.

## CORE ORGANIZATIONAL VALUES

**Integrity** includes honesty, trust, credibility, responsibility, stewardship and accountability.

We strive to

- maintain high standards of ethical behavior at all times,
- enhance the credibility of our organization and the knowledge we generate and disseminate,
- provide objective, accurate research as a base for new and expanding knowledge,
- follow through on promises and commitments, and
- demonstrate our belief in what we say with actions that are consistent with our message.

**Communication** involves **cooperation** and **unity** which includes listening as well as speaking and writing, sharing information, and working together in a spirit of one organization.

We strive to

- recognize, value and reward equitably all program areas, departments, subject matter competencies, audiences, and systems and their contribution to our organization and the public;
- share information openly, honestly and widely across a broad spectrum unless confidentiality is required;
- recognize the ideas of others and consider and respond respectfully to those expressing different perspectives on relevant issues;
- participate as co-learners and co-teachers as part of an engaged university and share the credit for achievements; and
- communicate from the heart as well as the head.

**Scholarship** involves **lifelong learning** which includes excellence in the discovery, application, integration, and synthesis of knowledge and its dissemination and use.

We strive to

- be a learning organization with a commitment to professionalism, professional development, and promotion of the relevance of our work to those outside the organization;
- provide research-based and useful information for informed decision-making;
- address complex issues using holistic, interdisciplinary, interactive methods;
- provide learning opportunities through the full span of life and across the range of human needs, using diverse and relevant delivery methods; and
- keep in mind that education is not a solitary act but an interactive process, and the best learning environments are filled with the synergy of people with diverse perspectives working together for the benefit of all.

**Leadership** involves **collaboration** and **service** which includes vision, teamwork, customer-focused service, innovation, effective education, shared goals and resources.

We strive to

- focus on emerging and current organizational and clientele needs;
- strengthen citizen involvement in addressing complex issues and form collaborations and partnerships with other groups who share our goals;
- use an approach characterized by open communication, collaboration, flexibility and enthusiasm;
- act upon the opportunities and fulfill responsibilities of leadership, followership and teamwork; and
- contribute to the broader community, state, nation and world.

**Inclusion** involves diversity, which includes incorporating respect and appreciation for clientele, co-workers, and stakeholders in decision-making and in developing and promoting culturally responsible and responsive research, educational materials, and programs.

We strive to

- maintain a diverse organization that respects the ideals, values, beliefs and needs of the individuals with whom we work;
- honor and build upon differences in intellectual perspectives in addressing complex issues in research and education;
- adopt and implement hiring practices and other system policies that promote fair and full participation by employees and clientele;
- promote the acquisition of knowledge and cross-cultural competencies by employees and clientele, faculty, staff and volunteers; and
- foster understanding and respect for cultural and ethnic heritages as well as differences resulting from age, experience, interests or socio-economic situations.