

## CORE VALUES COMMITMENT ACKNOWLEDGMENT FORM

### MISSION

To improve the human condition and serve the public good of Maryland and society at large through education, research, clinical care, and service.

### VISION

The University will excel as a preeminent institution in its missions to educate professionals, conduct research that addresses real-world issues affecting the human condition, provide excellent clinical care and practice, and serve the public with dedication to improve health, justice, and the public good.

## CORE VALUES

### RESPECT AND INTEGRITY

*We value each other and hold ourselves accountable for acting ethically and transparently using compassion and empathy.*

**I commit to being a catalyst for Respect and Integrity, and I will ...**

- Promote open communication:** Be honest and transparent with others, speak with sincerity and act with compassion, and learn and practice good listening skills.
- Act ethically:** Adhere to the highest standards of professional and personal responsibility, even when no one is looking.
- Show empathy:** Demonstrate consideration and compassion for people, help those in need, and act with patience and flexibility especially when unexpected circumstances arise.
- Be accountable:** Accept responsibility for your actions — good and bad — be reliable and trustworthy, and follow up and follow through on your commitments.

### WELL-BEING AND SUSTAINABILITY

*We care about the welfare of our people, planet, communities, and University.*

**I commit to being a catalyst for Well-Being and Sustainability, and I will...**

- Support work-life harmony:** Show grace, empathy, and be respectful of others' workload, allow downtime for yourself and others to refresh and recharge, and make decisions consistent with a healthy quality-of-life philosophy.
- Promote healthy behaviors:** Practice and encourage activities that foster emotional, financial, mental, physical, and social wellness.
- Protect the environment:** Consider the immediate environmental impact of your decisions and actions and evaluate the future effects on the habitat.
- Use resources responsibly:** Encourage conservation and recycling, explore and implement efficient ways to reduce waste, and familiarize yourself with the four pillars of sustainability — social, human, economic, and environmental.
- Plan for the future:** Incorporate long-term considerations — regarding mission, finances, or other factors — into decision-making.

### EQUITY AND JUSTICE

*We embrace and are committed to diversity, and we value inclusive and just communities. We oppose racism and oppression in all their forms.*

**I commit to being a catalyst for Equity and Justice, and I will ...**

- Prioritize and integrate equity:** Understand equity and its fundamental role to the University's culture, promote a culture where all belong, and demonstrate and support equitable practices in the classroom and the workplace at all times.
- Seek to listen and learn:** Explore one's own identity and implicit and explicit biases, and provide space to learn about different experiences, backgrounds, and how others might have encountered and overcome systemic barriers based on race, sex, ethnicity, disability, gender, gender identity, socioeconomic status, and/or other dimensions of their identities.
- Create inclusive environments:** Respect one another as colleagues across power differentials, use inclusive language, commit to anti-racist and anti-oppression practices, and welcome others to contribute ideas and perspectives.
- Say and do something:** Speak up when you recognize inequity or injustice, particularly if in a position of authority, and take action to address it, to include identifying and correcting policies and practices.
- Invest in justice:** Provide opportunities for campus stakeholders from historically marginalized populations to guide and contribute to institutional efforts that influence and address issues of equity and inclusion and create opportunities for persons from historically marginalized communities to serve as UMB leaders.

### INNOVATION AND DISCOVERY

*We imagine and explore new and improved ways to accomplish our mission through education, research, clinical care, and service.*

**I commit to being a catalyst for Innovation and Discovery, and I will ...**

- Promote ingenuity:** Encourage thinking that challenges constraints and inertia, and imagine what is possible by exploring opportunities through creative ideas and collective talents.
- Commit to continuous improvement:** Learn from your failures or mistakes and be open to adopting new or changing knowledge, approaches, and ideas to influence positive outcomes.
- Support informed courage:** Create a culture in which taking thoughtful risks and proposing or pursuing bold ideas is encouraged and expected.
- Bolster collaboration:** Support interdisciplinary and multidisciplinary teamwork and the sharing of knowledge, leverage insights from others, and promote broad, inter-institutional community input and practice.
- Celebrate impactful results:** Measure and recognize the effectiveness of new ideas and publicize successes to internal and external audiences.

*\*I have read and understand the content of the Core Values Commitment Acknowledgment Form. I agree to demonstrate the values in my work and through my behavior.*

Name (print): \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Supervisor's Name (print): \_\_\_\_\_ Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_