

REFLECTION ON SOM VALUES AND USC VALUES

An Examination
of our Guiding Values and Principles



SCHOOL OF MEDICINE VALUES (2017)

- **Excellence:**
 - We are committed to achieving the highest level of personal and professional performance in all of our endeavors.
- **Professionalism**
 - We adhere to the highest standards of behavior guided by the values and practices of our profession.
- **Collaboration**
 - We partner with individuals, teams institutions and communities to enhance the value of our efforts.
- **Diversity and Inclusion**
 - We create and sustain an inclusive and diverse environment, demonstrating in word and deed our commitment to valuing and supporting each other and those whom we serve.
- **Compassion**
 - We are resolute in our efforts to relieve suffering and promote fairness.

DEFINING OUR UNIVERSITY'S VALUES

Desired Outcomes:

- **The development of a University Values Statement and Set of Core Values:**
 - An examination of the environment and culture that makes UofSC unique
 - An examination of University Values and Guiding Principles
- **To answer the fundamental questions:**
 - “Who are we as University?” and “What do we stand for?”
 - “What are our ‘Core Values’?”
- **A stronger, more cohesive team**
- **Renewed commitment and a shared sense of purpose**

This process is not a replacement of the Carolinian Creed, but rather it is a defining of the values that underpin all that we do as an institution.

Important Concepts Related to Core Values

Values cost something. If you're not willing to accept the pain real values incur, don't bother going to the trouble of formulating a values statement.

The best way to define values that will stick is to focus on choices rather than beliefs.

An organization's core values only have power when – and to the extent that – the humans in and around the organization feel a connection to them.

Characteristics of Core Values

- Core values are a small set of timeless guiding principles, core values require no external justification; they have intrinsic value and importance to those inside the organization.
- Core values should be an authentic, exhibiting characteristic that exists now within your organization. You do not create or set core ideology. You discover core ideology. You do not deduce it by looking at the external environment. You understand it by looking inside.

EXPLORING UNIVERSITY CORE VALUES

- When was the University at its finest? At that moment, what was happening that made it possible to be at our finest?
- From your perspective, what values are necessary for us to achieve our Vision (of becoming the preeminent flagship university in the nation)?



WORKING INSTITUTIONAL WORD CLOUD FROM THE CULTURE RETREAT:



COMPARING SOM AND USC VALUES

SOM

- Excellence
- Professionalism
- Collaboration
- Diversity and Inclusion
- Compassion

USC

- Courage
- Inclusion
- Truth
- Integrity
- Empathy
- Excellence
- Service

1. How do SOM values relate to USC values?
2. Which USC values are most important?
3. Are important ideas missing from UofSC's values?

NEXT STEPS

- Your input will be shared with University leadership
- Input will be gathered from other schools/colleges as well as the University at large
- UofSC's new values statement will be finalized and approved by the Board of Trustees this summer.