



## Our Cultural Statement

At the College of Health, Science and Technology (CHST), we are building a college where our faculty, staff and students wake up inspired, feel safe while they are with us, and return home fulfilled at the end of the day.

In service of this end, we champion and uphold the following core values:



**Transparency:** Transparency is the backbone of trust at CHST. It's about more than open communication; it's about cultivating an environment where everyone is informed and engaged. Our commitment to transparency ensures faculty, staff, and students understand not only the 'what' and the 'how' of our decisions and activities but the 'why' behind them, enabling a deeper connection to our mission and each other.



**Professionalism:** Professionalism at CHST combines excellence in our work with integrity in our conduct. It means not only delivering outstanding results but doing so with respect for colleagues, students, and our community. We take ownership beyond our individual roles, showing initiative for the broader good of the organization. This more expansive view of professionalism involves being proactive, breaking down silos, and working collaboratively across various aspects of our organization to foster a culture of collective responsibility and achievement.



**Psychological Safety:** We are deeply committed to nurturing an environment where everyone feels secure and valued. Psychological safety at CHST is about creating a space where faculty, staff, and students feel comfortable expressing ideas, sharing concerns, and learning from mistakes. We invite everyone to ask the following questions: Can I be my authentic self? Can I learn and grow? Can I add value? And can I speak up? This culture of openness and mutual respect paves the way for innovation, creativity, and genuine collaboration.

# UIS College of Health, Science and Technology

**How We Perform Matters:** In our pursuit of excellence, we understand that performance at CHST is not just about what we accomplish but how we go about it. Our commitment to transparency, professionalism, and psychological safety are the pillars upon which our culture stands. These values shape our interactions with each other, students, and the community. By living these values, we do more than create a productive workplace; we forge a supportive and dynamic community where every member flourishes and contributes meaningfully to our collective success.

**Creating Cultural Accountability:** At CHST, we recognize that our values are not just words but actions that must be lived daily. We foster cultural accountability by setting clear expectations around our values and integrating them into everyday interactions, decision-making, and performance evaluations. Through clear expectations, regular feedback, and recognition of those who exemplify our values, we create a culture where positive behaviors are encouraged and celebrated. We expect leaders to model these values, creating a self-reinforcing cycle where positive behaviors are recognized and replicated. Regular formal and informal feedback keeps us aligned and accountable to these standards, ensuring our culture remains vibrant and true to our core values.

**A Call to Action:** As we stand united in our pursuit of excellence and a positive work culture at CHST, we invite every member to actively commit to our core values of transparency, professionalism, and psychological safety. This commitment extends beyond mere words; it is a pledge to uphold and embody these principles in our daily interactions and decisions. We will hold ourselves accountable to these standards and openly invite our colleagues to do the same, fostering an environment of mutual respect, continuous improvement, and collective integrity.

