







OSU RECREATIONAL SPORTS VALUES



The Department of Recreational Sports adheres to and holds itself accountable to these values. They will be reviewed regularly to ensure organizational alignment.

WE CARE ABOUT PEOPLE	WE ARE SOLUTION ORIENTED	WE ARE STEWARDS	WE ARE INNOVATIVE	WE ARE EDUCATORS	WE EXTEND RESPECT & BUILD TRUST
					
We are kind and courteous to members and one another.	We identify and implement solutions that enhance the member and employee experience.	We are dedicated to ethically providing students with a high return on their investment.	We pioneer programs, services and facilities that serve as a catalyst for student success.	We intentionally design our facilities, programs and employment opportunities as spaces in which students learn and develop.	We communicate with clarity and intention and engage with courtesy and curiosity.
<ul style="list-style-type: none"> ■ We embrace tools and techniques that strengthen interaction. ■ We value people and their stories and seek to include. ■ We extend sincere and personalized appreciation for accomplishment. ■ We weigh the collective impact of our requests. 	<ul style="list-style-type: none"> ■ We encourage and value ideas and input. ■ We inform stakeholders and solicit feedback. ■ We base decisions on context, data and enhancement of the customer experience. ■ We engage others to clearly define and resolve problems. ■ We address conflict in a positive, calm and solution-oriented manner. 	<ul style="list-style-type: none"> ■ We respect our funding sources and serve students first with our work. ■ We make innovative and responsible investments that provide long term returns. ■ We communicate resource allocation decisions. ■ We are efficient in our work and decision making. 	<ul style="list-style-type: none"> ■ We are adaptive and we embrace change. ■ We are safe to question the status quo and take informed risks. ■ We define the level of risk we are willing to accept and act within that definition. ■ We create space to encourage, share and evolve new ideas. ■ We guard the vulnerability of colleagues who try new things. 	<ul style="list-style-type: none"> ■ We cultivate an educational environment that is welcoming and inclusive, and stimulates student success. ■ We view active student learning as the ultimate goal and measure of excellence. This takes extra effort, planning and resources and we know it is worth the investment. ■ We are open to new cross-curricular opportunities and ideas. 	<ul style="list-style-type: none"> ■ We err on the side of over-communication and we close communication loops. ■ We are transparent and share decision rationale. ■ We seek clarification on decisions we don't understand and support group decisions as our own. ■ We grant others the same good intentions we grant ourselves. ■ We follow through on commitments. ■ We acknowledge the different work and associated demands across units and employees.