



BAYLOR
UNIVERSITY

CORE COMMITMENTS

THE CORE COMMITMENTS OUTLINE EXPECTATIONS WHICH FOSTER BAYLOR'S CARING COMMUNITY.

COMMIT TO BAYLOR'S CHRISTIAN MISSION & VISION

By committing to Baylor's mission and vision, we respect the University's values and engage in supporting the University's goals through our work.

SERVE OTHERS RESPECTFULLY

We create a welcoming experience for the entire Baylor family and its constituents by providing excellent service to students, parents, and community members, as well as internal and external colleagues.

ACCOUNT FOR STEWARDSHIP OF TIME, RESOURCES, & SELF

We allocate time, efforts, and University funds in a manner that supports best the fulfillment of the University's mission and manages the risks to the University.

BUILD RELATIONSHIPS & WORK COLLABORATIVELY

The overall employment experience and effectiveness of the University reaches its fullest potential when we work collaboratively within our units and more broadly within the University through relationships built on trust.

PURSUE EXCELLENCE THROUGH CONTINUOUS IMPROVEMENT

In pursuit of excellence, we continuously seek opportunities to improve processes and quality of work.

SEEK LEARNING & APPLY KNOWLEDGE

We develop career goals and pursue learning to continuously improve performance and prepare for future roles and responsibilities.



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LEADERSHIP COMMITMENTS

THE LEADERSHIP COMMITMENTS SERVE AS A SUPPLEMENT TO THE CORE FOR THOSE WHO SERVE IN MANAGEMENT ROLES TO REFLECT STEWARDSHIP OF THE UNIVERSITY'S RESOURCES.

MANAGE ETHICALLY & ENSURE ORGANIZATIONAL COMPLIANCE

By managing ethically, legally, and in organizational compliance, we, as leaders, operate by and adhere to the University's values and policies and hold others accountable for them.

BUILD ENGAGEMENT & TRUST

As leaders who build engagement and trust, we identify, evaluate, and select internal and external talent who best fit the position and the University's mission, as well as inspire others to perform well and foster an environment of honesty and confidence.

MANAGE WORK & ADVANCE PERFORMANCE

By managing work and advancing performance, we, as leaders, ensure the department functions effectively and take responsibility for achieving goals.

BUILD PARTNERSHIPS WITHIN & ACROSS TEAMS

By building partnerships through influence, we, as leaders, develop positive relationships resulting in increased collaboration and high-performing teams.

LEAD WITH COURAGE THROUGH CHANGE & CONFLICT

By leading with courage through change and conflict, we, as leaders, create an environment where others can maximize talents and have faith difficult issues will be addressed fairly and confidentially.

COACH & DEVELOP OTHERS

As leaders who coach and develop employees, we encourage others to contribute to the mission of the University and enable them to continuously improve.