

Respondents were asked to provide three words or phrases which they felt most accurately reflected the core values of Minnesota State Mankato. The following shows the number of times that specific word or phrase appeared in the survey results. For detailed results, including additional comments provided by respondents, view the second section titled "Core Values - Detailed Survey Results 2009".

Core Values - Results by Frequency Count

227	Diversity	5	Hard Working	3	Welcoming
219	Access and Opportunity	5	High Quality	3	Understanding
130	Excellence	5	Image	2	Variety
122	Respect	5	Responsive	2	Vision
120	Community	5	Safety	2	Work ethic
110	Integrity	5	Scholarship	2	Transparency
110	Pride	5	Student Focused	2	Development
103	Continuous Learning	4	Success	2	Dignity
95	Leadership	4	Supportive	2	Discipline
67	Responsibility	4	Tradition	2	Driven
60	Collaboration	4	Responsible	2	Educational
60	Accountability	4	Life-long learning	2	Educational Excellence
55	Innovation	4	Professionalism	2	Equity
55	Discovery	4	Progressive	2	Free exchange of ideas
53	Continuous Improvement	4	Helpful	2	Freedom of Speech
50	Engagement	4	Freedom of Expression	2	Friends
47	Passion	4	Family	2	Global Community
42	Honesty	4	Excellent	2	Hard Work
40	Creativity	4	Excellence in Education	2	High academic standards
38	Freedom of Inquiry	4	committed	2	Honest
35	Quality Programming	4	Communication	2	Humility
34	Education	4	Community Engagement	2	Support
32	Globalization	4	Accessible	2	Critical thinking
26	Inclusiveness	4	Inclusive	2	Civic Responsibility
24	Service	3	Excellence in Teaching	2	Civil Engagement
23	Learning	3	Exploration	2	comfortable
23	Trust	3	Fair	2	Commitment to diversity
18	Quality	3	Fairness	2	Community Resource
17	Civility	3	Friendship	2	Community Service
12	Diverse	3	good	2	Challenge
12	Dedication	3	Helping	2	civic engagement
12	Growth	3	High expectations	2	Balance
11	Research	3	Honestly	2	Alcohol
11	Student Centered	3	Dedicated	2	Advancement
10	Quality Education	3	Conservative	2	Accessibility
10	Commitment	3	Applied	2	Acedemics
9	Affordability	3	achievement	2	Student Learning
9	Improvement	3	Acceptance	2	Student Oriented
8	Honor	3	Active	2	Reputation
8	Knowledge	3	Affordable	2	Learning Community
7	Personal	3	Ethical	2	Loyalty
7	Teaching	3	Nuturing	2	Many Opportunities
7	Friendly	3	Passionate	2	Persistence
6	Caring	3	Personal Growth	2	Quality programs
6	Academics	3	Preparation	2	Pursuit of Knowledge
6	Fun	3	Professional	2	Academic Excellence
6	Freedom	3	Public	2	Individuality
6	Innovative	3	Service to the Region	2	Informal
6	Involvement	3	Shared Governance	2	Initiative
6	Truth	3	Sports	2	Inquiry
5	Challenging	3	Stewardship	2	Inspiring
5	Collaborative	3	Students first	2	Intelligence
5	Compassion	3	Teamwork	2	Professional Development
5	Equality	3	Technology	2	Professional Preparation

Core Values - Detailed Survey Results 2009

Please provide three words or phrases which you feel most accurately reflect the core values of Minnesota State University, Mankato.			If you have any additional comments please provide them in the space below.
Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
respect	innovation	globalization	
Integrity	Respect	Community	
Community	Passion	Engagement	
hypocrisy	obstructionism	bureaucratic	
Engagement	Passion	Continuous Learning	
Leadership	Integrity	Excellence	
Innovation	Pride	Creativity	
Quality - Efficient	Inclusive		
Honesty	pride	respect	
Community	Inclusiveness	Diversity	
Respect	Passion	Collaboration	Social Justice
Access and opportunity	Diversity	Discovery	
access			
Learning	Research	Community	
Diversity	Globalization	Access	
Respect	Accountability	Honesty	I believe that Core value comes from individuals not the university. Core value can be taught - but if not learned is nothing.
community service			
Respect	Dedication	Education	
integrity	access & opportunity	discovery	
Innovation	Collaboration	Continuous Improvement	
continuous improvement	Flagship institution	friendship	MSU is such a great place to work now. People are very supportive and friendly. Although there is always room to improve, it's the people here, including the incredible students, that make this a great institution in higher education.
Access and Opportunity	Respect	Continuous learning	
achieving your highest level	community opportunity	leadership	
Honesty	Dedication	Hard Work	
diversity	diversity	diversity	too much emphasis on diversity and not enough on education
Integrity	Diversity	Continuous Learning	
Community Engagement	Respect	Educational Leadership	
practical study	motivation	leadership	
Friendly	Enjoyable	Respectible	
Scholarship	Excellence	Responsive	
integrity	open-mindedness	thinking porgessively	
Access	Student input		Though the university values student input I feel that there are several barriers that the university has in place that do not encourage student creativity. The heirarchical structure also requires students and some entry level staff to jump through several hoops to reach their final destination or come to any sort of recommendation with regards to programming.

Core Values - Survey Results 2009

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diversity	awareness	growth	
lack of trust	lack of respect	lack of passion	
Trust	Respect	Accountability	
student centered	regional	opportunity	
leadership	excellence	integrity	
Service for today and tomorrow	Stewardship for the future	Excellence in all we do	
Pride	Individualism	Guarded	We have no postive core values.
knowledge gaining experiences	diversity of students and staff	open/accepting of others	
Global Awareness	Responsibility	Teamwork	We need to be an institution that puts the students first, serving them to the best of our ability. We also need to remember that we are a team, and every employee is an important part of that team. Personal/Professional accomplishments should be secondary to helping the students achieve their goals.
quality improvement	leadership	excellence	there are multiple lower level classes that are prerequisites for higher level classes that I think need improvement to better prepare students for the higher level classes.
Money	Training instead of educating	Students come second	Above are some constructive criticisms that should be considered to improve our institution of higher learning.
student learning	scholarly activity	research and inquiry	Please keep in mind that a university should first, and foremost, be about student learning. It's very disturbing to me that learning was not mentioned in ANY of the example values on this survey!
Discovery	Diversity	Continuous Learning	
accuracy	efficiency	honesty	
collaborative relationships	student-centered	inclusive community	
diverse	academic	frustrating	
Integrity	Passion	Respect	Ethics before profits. It seems when I hear instuctors talking about ethics profit is put before profits. How can you have ethical behavior when one ignores how a company treats its stake holders such as; employees, the community, customers, government regulations as mainly liabilities to be used for short term gain instead of long term success so prevalent in business until the recent recession.
Ripoff	Cheaters	Liars	Minnesota State University promotes a supposed environment in which all have an equal opportunity to receive a higher education degree. However, MNSU alienates many students not within certain tax brackets.

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Diversity	unorganized and a process	continuous improvement	this school has it all i really do like it here, but i wish everything wasn't such a process!!! It seems like when you go to get help they send you some where else and they once you arrive there they tell you that you have to go somewhere else. Its a long tedious process and it does nothing but bring stress which isn't healthy for a student who has just started and is some place foreign to them. I've been here for about 4 weeks now and i still haven't been able to sit down with a financial aid counselor to try and figure everything out. At my old school you would sit down and within an hour you got everything for your tuition bill figured out and loans set.
Honesty	Respect	Responsibility	
Seperation of School and Off Campus Student Rights	Superior Education	Respect	
pandering	red tape	false security	
Access	Engaged Leadership	Collaboration	MSUM is forward looking and constantly implementing innovative approaches to education.
Diversity	Pride	Excellence	
regional contribution	impact on rural issues	collaboration	My experiences here are significantly different than at urban institutions. A strong sense of place seems to be important at Mankato.
Accountability	Responsibility	Pride	
Freedom of Speech	Compassion	Empowerment	
Continuous Learning	Continuous Improvement	Access and Opportunity	
diversity	globalization	cultural opportunities	
Excellence	Responsibility	Community	
globalization	freedom of inquiry	trust	
learning	pride	diversity	
integrity	responsibility	respect	Advertisements, catch phrases, promotional documents, and press releases should move away from platitudes and hyperbole.
Intellectual curiosity	Communal responsibility	Emerging leadership	The above are values which I believe we SHOULD stand for, not that we necessarily have achieved them.
Community	Access and Opportunity	Integrity	Though I realize that Diversity is important to the university and that a lot is done to promote it on this campus. Please do not claim Diversity as one of our core values because the people who come here for this reason feel tricked. Mankato is a very predominantly white community and it is dishonest to tell prospective students otherwise.
Care for the students	Love for knowledge/your field of study	Fairness	
Honesty	indulgent	Creativity	

Core Values - Survey Results 2009

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Opportunity	Diversity	Excellence	MN State rocks!!!!
career builder	foster future leaders	create well-rounded individuals	
academics	honor	dedication	
Access and Opportunity	Quality Programming	Continuous Learning	
problem solving	global solutions	excellence	
inovation	improvement	diversity	
Access and Opportunity	Engagement	Discovery	
access and opportunity	excellence	collaboration	
rigor in scholarship	opportunity for all	high expectations	
Rigor	Civility	Learning community	
continuous learning	diversity	community	
High academic standards	High quality undergraduate programs	Excellence in teaching	
freedom of inquiry	inclusion	access and opportunity	
Access	Affordability	Globalization	
Integrity	Passion	Creativity	
Dedication to Athletics	Commitment to aesthetic beauty	In need of quality programming	I am concerned. What is the University's vision? Are you asking what I think the University values right now, or are these goals the University hopes to attain? Both? Neither?
quality teaching			
Passionate Learning Experience	Oppurtunites that open doors to the future	Pride in who we becoming	
Discovery	Continuous Learning	Excellence	
Continuous Learning	Access and Opportunity		
Discovery	Collaberation	Excellence in Academics	
Community	Globalization		
diversity	globalization	collaboration	I feel we need to focus more on academics. I chose the above words because while I do think they are important, we are first and foremost a university, and we should have higher academic standards. I am frequently dismayed at the quality of work that comes from our students and occasionally the faculty. We should not sacrifice academic standards at the hands of diversity and increased student population.
Achieving Continuous Higher Excellence in Education	Seeking Continuous Growth in Higher Learning	Impacting the World, through one person at a time	
Integrity	Innovative	Inspiring	
Intellectual Development	Diversity	Continuous Pride	
integrity	students first	trust	
opportunity	collaboration	creativity	
Growth and expansion	Politically Correct	Diversity	This survey is biased in that it primes the participant with words reflecting positive meaning. I feel like this institution exists to make itself better. It is ran as a large business with marginal regard for the students interests.

Core Values - Survey Results 2009

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Integrity	Persistence	Pride	
Diversity	Growth	Access and Opportunity	
engagement	inclusiveness	collaboration	
honor	initiative	collaboration	
Diversity	Responsibility	Personal Organization	Pride and freedom of inquiry would NOT be a core value
Respect	Community	Integrity	
Pride	Integrity	Excellence	
Committed	Diligent	Inclusive	
Learning for Leadership	Excellence in teaching and learning	Diversity	Another important value is Freedom of Inquiry
access and opportunity	creativity	excellence	
Challenge	Diversity	Engagement	
looks	comfortable	diversity	
Respect	Pride	Leadership	
reverse discrimination	free ride	a lot for a little	Get better professors. Nothing cheap is good and nothing good is cheap... get better professors and raise the tuition by 5%.
peaceful	student-friendly	in a beautiful environment	
Freedom of Inquiry	Continuous learning	excellence	
Education	Pride	Integrity	
Leadership	Integrity	Pride	
Pride	Leadership	Access and Opportunity	
Access and opportunity	Continuous learning	community	
success	education	achievement	
Access and Opportunity	Development	Continuous Learning	
Continuous Learning	Engagement	Leadership	
Diversity	Excellence	Responsibility	
Respect	Responsibility	inclusiveness	
Dedication	Diversity	Responsibility	
Freedom of expression	Shared governance	Passion for learning	Freedom of speech should be one of our most valued traditions.
inclusive	expanding	progressive	
creativity	engagement	respect	
Diversity	Pride	Respect	
cooperation	community	learning	
Responsibility	Diversity	Creativity	
Continuous Improvement	Community	Access and Opportunity	
Innovation	Engagement	Leadership	
Profit	Improving the looks of campus	Diversity	
Responsibility	community	respect	
diversity	opportunity		
Innovation	Respect	Diversity	
Continuous Learning			
Continuous Learning	Globalization	Mutual Respect	
Innovation	Leadership	Respect and trust	
Accessibility	Affordability	Solution-based	

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inattentive	divisive	neglectful	
Diversity	Responsibility	Excellence	
Integrity	Respect	Community	
learning/teaching	service	research	service to community is key to support from community (funding)
Passion	Achieve	Future	
Integrity	Excellence	Leadership	
responsibility	inclusiveness	respect	
professional	academic	integrity	
Leadership	Diversity	Pride	
Freedom of Inquiry	Discovery	Civic Responsibility	
Excellence in programming	collaboration	Pride	
Passion	Pride	Complex	
Innovation	Communtiy	Pride in leadership	
Responsibility	Accountability	Diversity	
professional preparation	affordability	safe and supportive environment	
diversity	access and opportunity	excellence	
Opportunity	Continious learning and improvement	Respect	
Money	Education	Relations	
Welcoming	Growing in Diversity	"A place for you"	
Quality Programming	Access and Opportunity	Learning Community	
critical thinking	citizenship	knowledge	
Innovation	Engagement	Passion	
honor	respect	opportunity	
passion	continuous learning	creativity	
Pride	Accountability	Honesty	
Civility	Freedom of Inquiry	Access and Opportntiy	
A wide variety of activities and groups	Educational	Good communication to the students via e-mail	I don't feel that "safety" is a word that describes the university! I've had to call security 3 times this year, and they take FOREVER to respond and all they do is send a CA.
Communication	Technology	Individuality	
Understanding	Diversity	Opportunity	
Innovation	Excellence	Globalization	
quality of faculty	high expectations for students	contribution to the greater region, state, nation, world	
Access and Opportunity	Continuous Learning	Quality Programming	
Student Empowerment	Community	Pursuit of Knowledge	
Continuous Learning	Diversity	Innovation	
integrity	passion	discovery	
Access and Opportunity	Integrity	Diversity	
Diversity	Community	Access and Opportunity	
committed	caring	respect	
Training tommorrows students.	Providing a safe environment for learning.	Responding to problems in a timely manner.	
Innovation	Access and Opportunity	Excellence	

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
integrity	respect	freedom of inquiry	There are so many resources available to student but a majority of them do not know they exist. Find some way to promote them. eg; Writting Center, Quick stop for resumes
Freedom of Inquiry	Student Education	Globalization	
Engagement	Freedom of Inquiry	leadership	
Access and Opportunity	Diversity	Globalization	Core values I believe are espoused, but not valued and practiced among some faculty and administrators include civility and collaboration. Civility and collaboration are essential to maintaining campus morale during challenging economic budgetary times and should be cultivated or emphazied as core values.
Quality Programming	Collaboration	Trust	
Integrity	Equal Opportunity across all cultures and economic status.	Passion for higher education	
Dedicated	academic acheivment	fun	
Excellence	Quality Programming	Continuous Improvement	
Diversity	Reputation	Growth	What SHOULD the core values be? Students (Providing Student centered Decision Making), Freedom of Inquiry, Opportunity for Discovery.
professionalism	engaging passions	high academic standards	
Diversity	Opportunity	Community Resource	
continuous learning	globalization	access and opportunity	
Integrity	Intelligence	Honor	
achieving status among MN universities (doctoral programs, expansion into the Twin Cities)	image-focused (billboards, buses)	treats learning as a sideline (puts more resources into athletic facilities, branding)	
integrity	excellence	responsibility	
Integrity	Creativity	Access and Oppurtunity	
Quality	Integrity	opportunity	family core values with solid career goals
supportive academic environment			
Innovation	Discovery	Collaboration	
Globalization	Dignity	Integrity	
Access and Opportunity	Continuous Learning	Community	We have a wonderful university with many wonderful opportunities. Areas to improve on: integrity and accountability.
Transcending	Student-centered	Diversity	
international	friendly	accessible	
Honesty	Freedom of Inquiry	Collaboration	
overpriced	dicet		
Money	Fun sucking	Reputation	I think it's stupid to have a professor teaching that can't speak english. How am I supposed to be learning when I can't understand?
quality and qanity	diversity	academics	
Academic Progression	Top Tier State School	Looking to the Future	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Determination Disregard for academics	Aspirations Achieved Unaccountable	Opportunity totalitarian	This school has no real notoriety and I am certain this is because of the lack of emphasis placed on the importance of education and the school's direction towards becoming a world class institution of enlightenment. There is too much time and money placed on increasing enrollment, to increase diversity, too much money placed in athletics and not in academics. I believe if the school were to place more interest and more time and energy into making this a renowned institution of academia they would attract more students. I have class rooms that are too small to fit my fellow classmates, outdated and broken equipment, and temporary last minuted hired faculty hired that have no clue as to what they are teaching hired to teach me and my classmates. I fell I've wasted my money here and as many years as I have been enrolled in school I will just be happy to finally graduate to get out of here and hope to pay off my debts. I am affraid to graduate in this economy and even before the troubled economy I was affraid. I have never felt prepared to pursue any career or sure of what to do after school.
moraly weak	prejudices twards conservative viewpoints	obsessed with diversity to an unhealthy extreme	
Character	Compassion	Respect	
Trust	Endurance	Respect	
diversity	access and opportunity	freedom of inquiry	
diversity	responsibility	leadership	
excellence	diversity	accountability	I included accountability to reflect the actions taken regarding the drinking culture at MNSU.
excellence	continuous learning	innovation	
Access and Opportunity	Community	Innovation	
Education	Honesty	Friendship	
love wins	service	humility	
Active	Ignorant		
money	familiarity	growth	
Exploration	Development	Multidimensional	
Discovery	Innovation	Pride	
Diversity	Integrity	Excellence	
community			
Access and Opportunity	Community Commitment	Flexibility	
diversity	inclusiveness	pride	
Integrity	Passion	Pride	
Diversity	Collaboration	Continuous Learning	

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Cultivating Leadership opportunity	Strengthening productivity creativity	Challenging potential reliability	
Excellence in higher education	Service	Collaboration	
ingenuity	perspicacity	regularity	The focus of the university on the quality of each student's education is important as are the intimacy of the classes I have been privy to. The emphasis on the individual's excellence seems paramount to the aims of this school.
diversity	access and opportunity	collaboration	
Diversity			
Access and Opportunity	Diversity	Engagement	
Integrity	Continuous Improvement	Passion	
academics at the expense of...	high tuition and...	worthless general eds and 6-yr undergrad careers!	To save money, in this economic down turn, please combine those worthless ENGL 101 class sizes of 25 into lecture halls of 250. Forget the computer lab for ENGL 101.
excellent	excellent	excellent	MSU provides good education which is tools to success in the future
Engagement	Community	Collaboration	
Quality Programming	Inclusiveness	Acces and Opportunity	
Freedom of Inquiry	Passion for Excellence	Integrity	
Diversity	Community	Continuous Learning	
Respect	Community	Improvement	
respect	responsibility	accountability	-
compassion	integrity	dignity	
helpful	available	resourceful	
pride	importance	professional	
continuous learning	leadership	accountability	
quality education	knowledgable staff	community	
Excellence	Passion	Trust	
approachability	nurturing	integrity	
Excellence	Service	Leadership	
access for all	caring about quality teaching	many opportunities for all	
Diversity	Civility	Community	
Access and opportunity to quality higher education	Engagement in civic and community issues	Responsibility to ourselves and service to others	
Diversity	Integrity	Pride	Constantly striving to achieve more
teaching is at the heart	commitment to diversity	graduate education	
accountability	community	diversity	
Innovation	Inclusiveness	Access and Opportunity	The faculty and staff at MSU bend over backwards to ensure student success.
Access and Opportunity	Excellence	Diversity	
respect	integrity	innovation	
Respect	Community	Supportive	MNSU has a great support system. There are so many people that want to see the studens succeed and thrive.

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Opportunity	Engagement	Inquiry	
integrity	respect	continuous improvement	
Community	Collaboration		
Community	Accountability	Inclusiveness	
Innovation supporting inquiry	Commitment to student success and development	Preparing now for the future	
Opportunity	Pride	Leadership	
Continuous Improvement	Freedom of Inquiry	Pride	
Community	Discovery	Collaboration	
Invading students privacy	Destruction of school spirit through policy and the spoiling homecoming	Common Quote "I wont be in Mankato for homecoming"	What students do off campus is not your business. You are not a branch of the law.
Technology	Diversity		
Pride	Diversity	Community	
community	diversity	access and opportunity	
Continuous Learning	Honesty	Collaboration	
Access and Opportunity	Pride	Diversity	we take pride in what we do to provide access and opportunity to all individuals in a diverse atmosphere
Responsibility	Hard Working	Successful	
Respect	Integrity	Diversity	
Independence	Public	Easy	MSU is a college when you can obtain a degree while pursuing other interests that are also important components of a young person's life. They also allow you the freedom to follow your interests and do not try to babysit or push you in any particular direction.
professional development	continuing education	certification	
Diversity	Assessable Learning	Encouragement	
freedom of inquiry	Accessibillity	honesty	
Taking student's money	Napoleon complex	Changing requirements a lot	Changing requirements so students have to stay another year, and MSU can make more money off of them.
Opportunity	Over-priced Textbooks	Strong sense of community	
accessible	community	achieving more with less (which is often not a good thing)	
success	respect	student oriented	

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			First of all I do not see how you plan to get true insight about the school by giving this survey. In my opinion Minnesota State University is a very structure based school that sticks to the curriculum and never dares to truly reach out to its students. In my many years here I have been thrown through loops, forced to take unnecessary classes and most of all just I have just board to tears with uninvolved teachers who would just assume fail you than take some extra time to get to know you. I feel what many of the programs offer is far reach from what most of the work world desires from its green college graduates. To sum it all up I think that school at Mankato has been a mandatory complete waste of time and money.
Quality	Pride	Excellence	
Responsibility	Discipline	Structure	
access and opportunity	continuous learning	diversity	
Community	Diversity	Engagement	
All of the above.			
Integrity	Diversity	Change	
access	diversity	improvement	
Inequality of funding	Patriarcal	Bottom Line	I have found that on this campus, there is not only a gender gap of funding among faculty and staff, valuable programs are not being funded the way they should and are being shut out in favor of those that will end up making money for current students to pay back as alumni. Also, if the administrators (Presidents, VP, Deans, Directors etc...) truly cared about the students and the school, they would think again about accepting 6 figure salaries while cutting work study, GAs and continue to fund and find other ways for students to keep paying for their schooling.
access and opportunity	leadership	excellence	there are many opportunities for the nontraditional student at MSU/Mankato--I think that message needs to come out somehow...
Ethical	Professional	trust	
Exploration	Communication	Continuous Growth	
pride	continuous improvement	diversity	
Education	Respect	Leadership	
Respect	Community	Academic Excellence	
Innovation	Adaptive Change	Improvement	
education	scholarship	research	
strong	living life to the fullest	empowered	

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Access and Opportunity	Collaboration	Career preparation	We offer a fine education at a great value, i.e. tuition is comparatively low. I think this is a great selling point, if we can put that into 3 words without it sounding crass.
Leadership	Forth Going	Evolving	
Respect	Continuous Improvement	Professionalism	
Integrity	Respect	Diversity	
Integrity	Intelligence (of all kinds)	Compassion	
continuous learning	creativity	pride	
pride	continuous improvement	passion	
Accountability	Opportunity	Responsibility	
Access and Opportunity	Engagement	Variety	
Integrity	Responsibility	Ethical	
Pride	Engagement	Leadership	
Active Learning	Community	Quality Programming	
opportunity	continuous improvement	respect	
moral and ethical integrity	rigorous excellence in pursuit of objective truth as opposed to relativism	Education for human service	academic study to foster interior formation towards personhood rather than a plethora of exterior bits of information limited to subjective functionality
Access and Opportunity	Leadership	Innovation	
Continuous Learning	Collaboration	Education Only in Likemindedness	
Truth	Fair	Excellence in attaining higher knowledge	This initiative is important. The university does not seem to follow core values in treatment of employees or in delivering academic excellence to students. Values matter - more than a union contract with employees.
Achievements	Well being	Helpful	
responsible leadership	inclusiveness	community and global connectedness/awareness	Equity is important and not synonymous with equality
Challenging	Marketplace connected	High expectations	
integrity	diversity	community	dedication to accademic excellence
Access and opportunity	continuous learning	passion	
quality education			
excellence			dedicated faculty
achievement			
accountability	learnting	community	
Engagement in learning that promotes discovery with integrity	Partner in community programming for a globalized workplace	Access and Opportunity for intellectual growth and practice	
Scholarship	Student focused	Service	
Excellence	Integrity	Leadership	

Core Values - Survey Results 2009

Please provide three words or phrases which you feel most accurately reflect the core values of Minnesota State University, Mankato.			If you have any additional comments please provide them in the space below.
Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
high-standard education	brain-nurturing environmet	strong guiding by professors	i don't like being "at the mercy of my professor." msu needs to find commonalities when it comes to homework limits and grading criteria. it seems odd i can take the same class with two different professors - one class an easy A, the other a struggling B.
image	education	service	
Diversity	Community	Globalization	
good	good	good	
Diversity	Leadership	Innovation	
Responsibility	Honesty	Growth	These are ideals. These are what we should strive for and I truly believe are possible.
christian	conservative	republican	i beleive that the government shouldn't dictate what i can do, but should only protect those who cannot protect themselves. and that when the government oversteps those boundaries change is needed, but it should be deliberate and not frivalious like the election of barack obama.
Diversity	Providing challenging learning	safe environment	
Tradition	Public	Diverse	
Accountability	Quality Programing	Organization	
Drunk	Crunk	STD central	Msu is a place of drugs and sex. Not conducive to education.
Unfair	Overpriced	Deplorable	Sorry, but MSU is a joke.
Having Biblical Values	One University under God	A place for every race, culture, and personality	
Integrity	Discovery	Leadership	
values? what values?	diversity	no morals	
make sure that a student has every opportunity to succeed in life	provide an environment to assist in the learning process	provide a quality education that will surpass the test of time	Since my enrollment last fall the employees at MSU have been nothing but helpful. I feel at home while I am at school. There is no question they will not answer. I really believe that I have found the best college for me and for my future. I am a non-trad student and the professors have been great with that.
Diversity		Traditional-student driven	I do not know the percentage of non-traditional students on campus, but I don't feel any support. All of the programs are centered around students who live on campus. Professors require that we attend evening events on campus which is not practical at all. If my work schedule does allow me to go, I have to return and try to find a parking spot in the free lot. I pay the same tuition, but get treated like a second-class citizen.
Humility	Integrity	Excellence	

Core Values - Survey Results 2009

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Money	Money	Money	It seems like MSU is more interested in making money off of students than it is helping them learn.
Excellence	Quality Programming	Continuous Improvement	
thieves	overbearing	nosy	the university takes money from students anyways they can and meddle in everyones personal life.
Quality Programming	Acces and Opportunity	Diversity	I like MSU!!!!
Leadership	Engagement	Community	Life-long learning
Diversity	Continuous Learning	Access and Opportunity	I think dedication and imagination could be added.
Continuous improvement			
Diversity	Globalization	Liberalism	
Pride	Diversity	Excellence	I actually put down Pride and Diversity before I even noticed the list on the page. Ha. Interesting.
Persistance	Pride	Passion	
			I am not on campus, but believe these are very misleading "core values". Why not let the students identify the core values instead of leading them to choose those YOU have identified,,, this is the students survey...this is the student view of core values...this is a verv SLANTED BIASED survey!!!!!!
Community	Civility	Creativity	
caring	community	challenging the norm	
socialist	No discipline	uncomfortable	Why the uncomfortable 70's furniture in the "new" CSU. The design was ugly and just a terrible waste of money. DO something about people on myspace/facebook in classes. I pay amazing amounts of money to sit in these computer classrooms just to listen to the clacking of keys rather than the professor. Thank you for allowing me to learn nothing.
Opportunity for a successful learning experience	Involvement in campus activities	Very diverse campus	
Diversity	Discovery	Pride	
continuous improvement	intergrity	accountability	
diversity	continuous learning	accountability	
Diversity	Inclusiveness	Continuous Learning	
diversity	community	continuous improvement	
Continuous Learning	Quality Programming	Responsibility	
Education	Community	Support	
respect	knowledge	understanding	
Respect	Innovation	Diversity	
Balance	Diversity	Creativity	
community of learning	seasrch for truth		We should stress a more communal values like like community of learning rather than the individualistic mantras of "critical thinking and diversity" It is a new era!!

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
quality programming	access		
Respect	Excellence	Trust	
respect	trust	relationships	
safety	accountability	community	
completes you, completes your future			
too liberal	too many foreign professors who barely speak english and can't relate to students in an effective manner causing students to learn less than they would from an even less intelligent native english speaker who can at least adequately relate ideas and experiences to students	too much emphasis on diversity, forcing lowered standards, overspending, and disenfranchising the majority of students (non-minorities)	I am becoming more and more ashamed of the poor quality, liberal-biased "education" I am supposed to be receiving from this institution. And, I am a Presidential Scholar.
Education	Community	Diversity	
Access and Opportunity	Excellence	Quality Programming	
Dedication to quality education	Providing a diverse, friendly, environment for all students	An environment which students and faculty are leaders in their field of study	
Respect	Excellence	Passion	
Limiting	Safe	Fun	
Respect	Freedom of Inquiry	Honesty	
Opportunity	Discovery	Leadership	
Inclusiveness	Community	Respect	
Inclusive of diversity	Quality	Integrity	
Excellence in Teaching	Focus on Students		
Quality	Honesty	Affordability	
Education	Excellence	Pride	
importance of students	quality of academic programs	passive-aggressive	
Learning	Diversity	Improvement	
Access to quality	Applied scholarship	Student focus	
integrity	pride	diversity	
Discovery	Pride	Passion	
Diversity	Pride	Creativity	
Access	Community	Collaboration	I don't know if you want to know what I think the core values are or what I would like them to be... or what they are for me. I put down three words from your list that I think describe MSU, Mankato as it is -- not necessarily what I would like it to be or what MY core values are. These are things I think we already do fairly well -- I would like to see others added to that list.
Personal	Extended learning	Freedom	
Leadership	Excellence	Service	
Opportunity	The University values faculty	low cost, high quality	I assume you mean values that we think MSU should have, not one's we have now.

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Access and Opportunity	Innovation	Diversity	I feel the university could improve itself in regards to: promote students asking questions (esp. with sociology professors for instance James Barnett), openness, integrity, and professionalism of professors in ALL departments, realistic advising to students, ...and perhaps aid in internships attainment. Definitely need more services for nontraditional students and student with children. The Nontrads room computers are exceptional slow and unreliable, and the space is limited. and unwelcoming compared to the overall appeal of the rest of the university.
high quality education	nurturing of student development	student diversity	I view a well-designed University as a bullseye. In the middle and center are our students. Surrounding the students is the next ring...which is comprised of the faculty. And the outer ring, holding everything together are the administrators.
Diversity	Inclusiveness	Pride	
Tolerance	collaboration	Community	
Collaborations	Applied	Research	
Globalization	Engagement	Diversity	
Opportunity	Discovery	Excellence	
Community	Diversity	Discovery	
Honesty	Diversity	Freedom of Expression	
integrity	responsibility	respectful	
Excellence	Diversity	Pride	
quality programming	collaboration	inclusiveness	
learning rooted in civic responsibility	public university	serving students	
responsibility	freedom of inquiry	trust	
Accountability	Integrity	Respect	
Treat other as you want to be treated	Honesty is the best policy	Respect	
Pride	Accountability	Integrity	
Strict	Opportunity	Variety	
opportunity	quality	community	
respect	honestly	discovery	
diverse majors	open access	affordability	
Innovation	Leadership	Gobal Community	
Preparation	Education	Opportunity	
excellence	Knowledge	virtuous	Plato argued that it was impossible to teach one to be virtuous, but I say that we must at least cause students to think.
diversity	innovation	excellence	
Diversity	Discovery	Community	
Diversity	Recreation	Excellence	

Core Values - Survey Results 2009

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Accountability	Diversity	Innovation	Innovation - above average facilities Diversity - many cultures on/around campus Accountability - harsh penalties
Integrity	Access	Opportunity	
To the point	Direct	Well thought out	
honesty	integrity	online access	
out for profit	smart		
Continous Learning	Continous Improvement	Accountability	
continuous learning	passion	discovery	
Liberal	Dynamic waste of state funds (Trafton project)	Uncooperative in accepting conservative views	
Opprotunity	Research and Development	Perparation	Universities are about research, development, and the good progress of mutual effort.
Teaching institution	Community	Diversity	
Respect	Excellence	Leadership	
Innovative	Experiential	Inspiring	
Diversity	Engagement	Liberal	I enjoy the wide spectrum of diversity in classes and student population, however at times this goes to far to the point where conservative students feel as though they don't belong on this campus. Freedom of education should include even conservative values while maximizing the best of wide views in each subject matter.
integrity	diversity	responsibility	
Continuous learning	Engagement	Discovery	
committed	safety	helpful	
Opportunity	Discovery	Diversity	
High Quality Teaching	Professional Preparation	Community Service	
Access and Opportunity	Quality Programing	Freedom of Inquiry	
access and opportunity	diversity	continuous improvement	
Access and Opportunity	Continuous Learning	Diversity	
Freedom	Honesty	Integrity	
challenging	opportunity		
Innovation	Collaboration	Integrity	As the only question of the survey, more context might be appropriate and helpful, or more room for respondents to clarify selections. My three terms are based on a commitment to critical inquiry, knowledge building, and growth, as well as community involvement, strengthening, and service. My hope is that these terms are broad enough to convey and support the full range of communities and interests engaged at the university.
Innovation	Passion	Acceptance	
Service	Maverick Pride	support	
Access and Opportunity	Diversity	Continuous Learning	

Core Values - Survey Results 2009

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Continuous Learning	Quality Programming	Community	
Diversity	accountability of students	passion of staff	
Pride	Trust	Respect	
lethargy	narcosis	mediocrity	
Pride	Diversity	Community	
AMAZING Professors	Superb Students	Affordable	No offense, but the school administration is downright awful. Everyone who has a high paid position at this school got it through the pain and suffering of others.
Pride	Community	Accountability	
incongruity among dept goals & execution	leadership to increase student diversity & bldg improvements	concurrent enrollment programs needs serious tweaking	
Creativity	Freedom	Innovation	
Quality Programming	Excellence	Access and Opportunity	
Pride	Diversity	Continuous Learning	
Affordability	Diversity		
Affordable	Education	Accepting	
respect	responsibility	creativity	
Leadership	Faithfulness	Globalization and diversity	
Open	Honest	Growth	
Access and Opportunity	Engagement (with students, one another)	Trust (or at least aspire to this value)	
Access and Opportunity	Continuous Learning	Community	Though I believe "Access and Opportunity, Continuous Learning, Community" are core values at MSU, they are not as focused toward NonTraditional Students - who are the fastest growing segment of new students. (MN Office Higher Edu) http://www.ohe.state.mn.us/pdf/Enrollment/INSIGHT/InsightJan07.htm
Non-inovative	Bureaucratic	Friendly	Many of your faculty operate under a 1950's model of education. They don't seem motivated to alter their ways of teaching to multiple learning styles.
diverse	friendly	education	
Potential realized, objectives achieved	Opportunity	Accountability	
engagement	accountability	continuous improvement	
pride	respect	accountability	
respect	integrity	passion	
Honesty	Responsibility	Trust	
Accountability	Integrity	Honesty	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Affirmative Action	Overcrowding	Incompetent Leadership	If you don't want your school to get a bad name and bad press throughout Minnesota then next time keep your mouths shut about certain issues like Amanda Jax. The poor girl had a problem and you (the administration) decided to hold press conferences and announce the tragedy to the whole world. Well it came back to bite you (the administration) and the University when the news media started saying we were a college of ingrates and alcoholics. So instead of standing up and taking the blame, you acted like cowards and blamed the students. Shame on you. Show some class and dignity.
Respect	Diversity	Continuous Learning	
Continuous learning	excellence	respect	
Driven	Diverse	Open-minded	
Inclusiveness	uneconomical	thrifless	Waste way too much money on stupid flat screen tvs that no one watches and they should be used for scholarships.
Integrity	Discovery	Community	
Excellence	Community	Opportunity	
passion	respect	pride	
Continuous Learning	Quality Programming	Continuous Improvement	
Community	Leadership	Diversity	
political correctness	entitlement mentality	declining academic integrity	
Access and Opportunity	Quality	Student-centered	
Acess and Oppurtunity	Leadership	Responsibility	
knowledge, fun and involment			
access and opportunity	responsibility	engagement	
excellence	access and opportunity	passion	
pursuit of knowledge	community	hard working	
engagement	access and opportunity	quality programming	
Diversity	Community Engagement		
Access	Collaboration	engagement	
Accountability	Responsibility	Pride	
Leadership	Responsibility	Access and Opportunity	
Enthusiastic	Fresh	Active	
Honesty	Respect	Fun	
Respect	Excellence	Diversity	
Diversity	Community	Pride	
Opportunity	continuous improvement	collaboration	
Access and Opportunity	Inclusiveness	Accountability	Universal, democratic and progressive
Integrity "doing the right thing at all times with honesty and authenticity"	Collaboration "Operating with a preference and capacity for partnership across our community"	Respect "Embracing of our differences, treating others as we wish to be treated"	
Diversity	Freedom of Inquiry	Access and Opportunity	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Tradition	Self Image	Casual Atmosphere	From my limited experience and involvement with the university I do not see MSU strongly embodying any of the provided core values.
Respect	Opportunity	Understanding	
Community	Learning	Diversity	
Mandate	Exclusiveness	Isolation	
Leadership	Discovery	Globalization	
Diversity	Integrity	Access and Opportunity	
the dream is endless	we are here for tommorrow	MSU discover the universe	
opportunity	education	progressive	
Diversity	Collaboration	Community	
Diversity	Excellence	Pursuit	
Opportunity	Diversity	Collaboration	
Oppertunity	Excellence	Diversity	Cannot put in three words. So many more.
academic excellence	teacher's college	history of the college	Need to integrate courses into online classes for the growing population of older students returning to college for an undergraduate or graduate degree.
Civility	Pride	Accountability	
Money	Quality	Improvement	
Discovery	Responsibility	Integrity	
marketing is everything!	image is more important than reality	Students?? "Hey, I got mine, Jack, so the hell with them."	I'm appalled that the administration can waste our time and resources on abstract double think such as this meaningless exercise at a time of unprecedented fiscal crisis for our insitution. This administration is actually considering eliminating all TAs and GAs (thereby ending graduate education at MSU, don't kid yourself, and also making it impossible for incoming freshman to get required classes), yet still insists that nonsense like this is a worthy expenditure of public funds. Shame on all of you! You'll go on to your next featherbedding administrative job while faculty and students who care about this place will remain behind and suffer. The president and his so-called "cabinet" (who devised such a self serving and self important term?) should submit their resignations today. We'll hire back the handful among them who will put students first, and cut administrative nonsense. The rest can be reassigned to teaching positions if they're worthy of it. I'm ashamed to work here.
continuous learning	responsibility	accountability	
Quality	Student focused	Professionalism	
Pride	Respect	Responsability	
integrity	responsibility	innovation	to strive for more knowledge in everything we do.

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Collaboration	Critical thinking	Continuous learning	
Favoritism	Recruitment of individuals who are unqualified	Vindication	
Creativity	Respect	Diversity	
Globalization	Inclusiveness	Discovery	
Diversity	Innovation	Pride	
Continuous improvement	Continuous learning	Pride	
Innovation	Access and Opportunity	Diversity	Continuous learning and excellence is a value that MSU should focus more on.
Innovation	Excellence	Continuous Improvement	
High Quality Programming	Student Centered	Excellence	
Civility	Passion	Respect	
Knowledge	Excellence	Helpful	
Challenging and rewarding experiences	life-changing	Growth	
Friendliness	Acceptance	Opportunity	
quality education	caring environment	reasonable cost	
selfish	inept budget investments	runs-like-a-daycare	You don't value your students or teachers. You have neon signs and flat screen TVs in the library and on every excercise machine because GOD FORBID anyone excercise without entertainment! But now there is not enough money...so you increase class sizes, downsize education etc. But we still have money for sports! This isn't an educational institution, its an institution for althletes.
integrity	responsibility	continuous learning	access and opportunity, collaboration
Access and Opportunity	Collaboration	Community	
personal and professional modesty	putting the good of the company first	money comes before integrity	Don't let personal or professional intergrity get in the way of making the money! Keep your nose as far up Glen Taylor's ass as possible! This concept should be extended to Glen's Philipino mistress and her bastard daughter.
success	tuition	diversity	
Cultivation	Integrity	Inclusiveness	
Diversity	Community	Access and Opportunity	I have listed what I feel most accurately reflects. BUT these core values are not what I am looking for in a college. I am a science major and I would rather have the core values be along the lines of Innovation, Continuous Improvement, and Quality Programming.
diversity	creativity	Resposibility	
Honesty	Smartness	Involvement	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
			I've worked here at MSU for over 12 years now. With each passing year, the university is less and less a "great place to work". The core values of the university don't carry weight when thrown around in the general sense. The leadership on campus, in my experience, is anything but the 3 words "you'll" arrive at and post to the rest of the campus. The dishonesty, back stabbing, lying, cheating, etc. has broken a lot of spirits on campus, not just mine.
Discovery	Diversity	Pride	
Opportunity	Community	Critical learning	
Leadership	Involvement	College Experience	Let kids be college kids and stop trying to be our mothers. I got a 4.0 and partied underage EVERY weekend. Leave my private life alone.
Respect	Integrity	Passion	The core values should focus on how every person should have relatively similar values that look past any differences we may have in beliefs, political views, or backgrounds and instead focus on how every member of our university and mankind wishes to be humanitarian and respectful of the rights that are endowed to every person. We may be different, but we can respect each other for those differences and treat every person with respect, integrity, and care.
Creativity	Excellence	Continuous Learning	
Opportunity	Creativity	Leadership	
University making money	respect	education	The School of Nursing is short on educators. This is a very competitive field and it doesn't help when seats are limited because of the lack of teachers. I believe that classes would stay full even if more people were to be admitted.
Education at a reasonable cost/good value	Diversity	Access and opportunity	
deals	reverse racism	promotion	
Parenting	Controlling	Evasive	Work on these then get back to us we did not come here to be watched over
Diversity	Pride	Continuous Learning	
Continuous Learning	Civility	Freedom of Inquiry	
Leadership	Opportunity	Globalization	
Integrity	Pride	Success	
accountability	globalization	looking good to community	
Diversity	Pride	Innovation	
Educational Excellence	Continous Costly Improvements	Freedom of Inquiry	
Honestly	Respect	leadership	
inclusiveness	diversity	engagement	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Opportunity	Improvement	Growth	
Diversity	Engagement	Continuous Improvement	
Motivated	Driven	Sophisticated	
Excellence	Access and Opportunity	Collaboration	
Integrity	Free exchange of ideas	The search for Truth	Free exchange of ideas might be the same as freedom of inquiry, but I don't feel that inquiry offers exchange. I feel the search for Truth is one of the main purposes of a University. If we are not going to school to better understand our world and universe, then what are we going for?
Responsibility	Leadership	Individuality	
diversity	civil engagement	needs improvement	
oppurtunity	diversity	liberal	I think that MSU spends useless money on things such as the fountain, putting "rocks" upside down in front of otto. Having chargers for security vehicles to get around a campus that does not have any "high speed" chases. I think the spending going on here is so ridiculous. Go to campus rec sometime and tell me what those kids are doing to get paid \$8 for? Half of the time they are not even where they are suppose to be and all pile up at the front desk leaving the cardio and weight room unattended. Also MSU is so worried about a bad rep that they fail to try promote our strengths and make our academic rep stronger.
diversity	leadership	civility	
affordability	access	pride	I would like to see excellence in teaching as a core value, but that trait is not reflected by the current tenured faculty. Significant training is desperately needed for IFO members on the creation of compelling learning environments.
Globalization	Innovation	Excellence	
Leadership	Excellence	Pride	
Diversity	Leadership	Excellence	At the moment, I'm currently studying abroad in Mexico. Being able to experience a new culture and school, I've come to really appreciate what Mankato State has to offer. When I was at MSU, I took for granted many opportunities that was provided to me but now I've come to realize that those opportunities are the best any college students could have. This experience has definitely shown me that Mankato offers many excellent programs to help their student. I can't begin to think I would say this but 'I miss Mankato State University'
Expensive	Top Heavy	Anti-Veteran	Too many VP's which is a waste of money

Core Values - Survey Results 2009

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access and opportunity	continuous improvement	community	
Collaboration	Continous Learning	Integrity	
Diversity	Creativity	Pride	
Community	Leadership	Pride	
quality education	community	diversity	Diversity is something that the university puts a lot of effort into promoting but I kind of feel that its not entirely genuine. I feel that it is more of a recruiting tool then a genuine value.
Continuous reevaluation of wants versus needs	Quality over quantity with regards to academic programming	Strive for excellence in all fields	
Discovery	Leadership	Creativity	I think there's more but those stand out :)
Educational Opportunity	Communication	Partying (Unfortunately)	The other day, I learned that our swimming and diving teams train in places like Hawaii and California. Given the extreme budget cuts, I struggle to see how mediocre DII athletic teams benefit the university enough to justify such expenses. Admittedly, I do not know exactly how this type of funding is determined. Perceptually, however, I think it is a dangerous message to send to a campus full of students who are afraid of issues like increases in tuition and even graduating (since Pawlenty's proposed cuts could take enough educators out of the classroom to make it difficult to complete one's general requirements).
diversity	globalization	liberal	
Collaboration	Innovation	Continuous Learning	
Student Centered	integrity	Respect	
Work ethic	accountability	excellence	"Treat every week like it's shark week." -Tracy Morgan
diversity	engagement	passion	
friends	education	spirit	
Nichiren Buddhism	The Value Creation Society RSO	Faith	I very much like the opportunity for the students to have clubs where they can express themselves, and the fact that we can learn about these clubs at campus fairs. I would like to see more opportunities to find out more about the Recognized Student Organizations. Thank-you for your time.
Intellectual pursuit, innovation, and research	Diversity and Inclusiveness in spirit and physically	Engagement and civility	Continuous Improvement

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Opportunity	Diversity	Pride	I feel that students, either current or past students, are proud they attended MSU. I am proud to say I received my degree at Minnesota State University, Mankato. I feel I was given diverse opportunities to grow and increase my knowledge.
Discovery	Continuous Learning	Creativity	
Diversity	Involvement	Opportunity	
Independent	Creative	Hard working/Goal Oriented	Its hard to pick just three.
Continuous Learning	Creativity	Quality Programming	
engagement	collaboration	leadership	
social & environmental responsibility	access & inclusiveness	leadership & transparency	
			I feel that when you continue to fund sports programs at the cost of cutting educational resources you take away what a this university stands for, EDUCATION, not sports!
Continuous Improvement	Professional Development	Life Experience	
excellence	diversity	leadership	
Cooperative Learning	Teaching Practical Skills		
access and opportunity	community	diversity	
Equal Access	Academic Excellence	Integrity	I do not believe that the search for "core values" is a productive exercise. I also do not think the input solicited through this survey will be given any significant weight.
prepare students to be responsible citizens and societal leaders	provide an excellent learning atmosphere	enhance the scholarly contributions of faculty	
Truth			
Excellence	Discovery	Responsibility	
ambivalent	Diverse	Passionate	Personally I think that we are trying to hard to be know as a school that does not have an alcohol problem, and when the big incident happened a few weeks back, creating rumors that it might have been related with a student organization is clearly asking for more attention on a news story that should have only lasted a day.
quality AND affordable education	student centered	cautious	
Fostering critical thinking	Instilling integrity	Fueling passion and confidence	
Respect	Integrity	Leadership	
Respect	Excellence	Accountability	As a campus community the school has the right to protect its name and academics from those that would publicly disparage the name or discredit its offered education. Students that wish to participate in less than respectable activities that discredit the college should be subject to a form of punishment that is not an infringement of rights or personal privacy.

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
hard work	honesty	student oriented	We teach!
Discovery	Continuous Learning	Pride	
Education	Ensuring a positive future for society	Helping students grow and learn how to live well.	
Continuous Learning	Freedom of Inquiry	Trust	
Research	Into	Practie	
Committment	Quality Services	Caring	
continuous learning	access and opportunity	fair	
intrusive	accountability	purple	stay out of our personal lives
Community	Opportunity for Students	Passion for our campus community	
Pursuit of academic excellence	An innovative campus	We foster diversity	
scientific excellence	technology enhanced	Education for jobs of today	
Leadership	Friendship	Responsibility	
Pride	Respect	Excellence	
Passion	Integrity	Diversity	
Access and Opportunity	Engagement	Freedom of Inquiry	
Excellence	Service	Diversity	I'd like us to be more accountable to the students we have, not to the students we imagine we have. Many of our students have full time jobs. Many of our students are parents. I'd like us to recognize class and parental status as important markers of our institutional diversity.
Continuous Learning	Access and Opportunity	Collaboration	
Pride	Opportunity	Respecr	
continuous improvement	diversity	access and opportunity	don't stop improving!
Conservative	Integrity	Responsible	
Community Engagement	Excellence in Education	Diversity and Leaqdership Opportunities for all	We should also strive to achieve these values not just state them.
quality programming	globalization	Diversity	
Excellence	Pride	Responsibility	
Inept	Lazy	Politically Motivated	This school is ridiculously easy and everyone seems to be politically motivated-not motivated by what makes the school work well.
pride	business	teamwork	
Access and Opportunity	Discovery	Freedom of Inquiry	Courtesy- Every time I have call the campus a real person answers the phone! I am quickly and efficiently helped.
Quality	Excellence	Friendly	
education	service to the region	excellance	
Excellence	Discovery	Community	
Diversity	Opportunity	Pride	
leadership	discovery	acedemics	
Going beyond	Collaborative	Diversity	
Quality Programming	Passion	Student-centered Institution	

Core Values - Survey Results 2009

Please provide three words or phrases which you feel most accurately reflect the core values of Minnesota State University, Mankato.			If you have any additional comments please provide them in the space below.
Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
continuous learning	engagement (service learning)	Opportunity	Is this supposed to be the core values we think MSU SHOULD possess? If so, then I'd have different answers like Integrity, Accountability, Innovation
Community	Providing good education	freedom of religion	certain minority groups hamper expression of Christianity.
lowest common denominator	don't make waves	we've always done it this way	follow the herd, no thinking allowed, pay-and-pass, drink til you drop, etc
quality undergraduate education	engaged faculty in teaching, learning and research	dynamic. fluid, innovative	
Integrity	Excellence	Responsibility	
Opportunity	Community	Responsibility	
Creativity	Freedom	Passion	
We Have the Determination to Succeed	It Comes from a Passion that Drives Us	From Our Strength of Character & Respect for Others	Make these core values a binding agreement upon admittance to this University, so that our young students must meet these high standards or depart.
Access and Opportunity	Innovation	Continuous Learning	
wasteful spending	parenting	program favoritism	
Community	Continuous Learning	Pride	
Access and Opportunity	Leadership	Excellence	
Cash Rules Everything Around Me			
civic responsibility	discovery	excellence	
Ethical	Responsible	Engaged	
continued advancement	continuous learning	individual freedom	
Student Leadership	Diverse	Hypocritical	In a time when the budget is being cut and staff and GA's are being cut in size, the tuition is still on the rise despite the lack of opportunity of jobs and parents of traditional students losing jobs. This seems to be counter-active to the purpose of a higher education institution.
Diversity	Access and Opportunity	Collaboration	
Innovation	Access and Opportunity	Quality Programming	
Leadership	Accountability	Respect	
Innovation	Accountability	Globalization,	
Continuous Improvement	Civility	Respect	
Excellence	Pride	Passion	
Sex	Monetary Gain	Mindless Self Indulgence	It's human nature.
Leadership	Excellence	Diversity	
Quality Programming	Collaboration	Discovery	
LOVE	HONOR	TRUTH	
engagement	community	respect	
excellence	access and opportunity	diversity	
student-centered	accessible	personal	
Pride	Stewardship	Respect	
Globalization	Diversity	Collaboration	

Core Values - Survey Results 2009

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Engagement	Helping	Clean	I think that it is also overprotective, and has no business in our personal lives.
We provide a high quality education at an affordable price.	Student involvement on campus is what keeps our school accountable.	Keeping up to date with the latest in green buildings and technology.	It would be great if we didn't have to hike tuition up to cover the debt of the state.
Teaching	Learning	Growth	
Creativity	Community	Service	
quality programs	intelligent inquiry	access and opportunity	
Trust	honesty	continuous learning	
Continuous Learning	Community	Pride	
Honesty	Responsibility	Respect	
Respect, Honesty	Responsibility	Accountability	I don't necessarily feel that the University has these core values but I believe they are very important in our current generation.
opportunity	continuous imporvement	pride	
knowlege	discovery	science	
Honor	Family	friends	
Service	Community	Excellence	
Personal Growth	Opportunity	Discovery	
Honesty	Leadership	Freedom to learn	Yes we have a diverse campus, but one of the reasons I chose MSU Mankato was because of Affirmative Action. It concerns me to put diversity in the core values because even though it rounds learning, I'm afraid to become the U here.
Integrity	Diversity	Excellence	
Diversity	Creativity	Leadership	
Access and opportunity	Civil Engagement	Global Community	
Access and Opportunity	Continuous improvement	Quality programming	
Excellence	Diversity	Freedom of Inquiry	
student learning	accountability	trust	
Diversity	Freedom	Community	
Access and Opportunity	Choices	Accountability	
Education	Friendly	Truth	
Responsibility	Passion	Honesty	
Academics	Integrity	Curiosity	
Diversity	Engagement	Creativity	
Fun	Organized	Pays low teacher salaries	
Collaboration	Accountability	Diversity	
alter	small	frugal	
Dedication to Learning	Respect	Scholarship	
Continuous Learning	Collaboration	Crativity	
freedom of enquiry	efficient administration	better infrastructures	Library services should be expanded. The ACC and other technicians should be efficient and responsible as they are the places where students do a majority of their assignments and might experience technical difficulties.....
honesty	responsibility	dedication	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
community Innovation	irresponsibility Continuous Improvement	impassionate Community, Globalization	Concerning the budgeting situation, I wish more emphasis was placed on education rather than other programs. In regards to the potential loss of adjunct and graduate assistant position, I would like the funding to be allocated more toward these circumstances.
MSM is engaged with the community to provide high quality higher education	The MSM community(students, faculty and staff) are proud of its accomplishments and look forward to future challenges	MSM is a stimulating environment for change to occur	This only asks for what we believe that MSM values now - what about the future?
access and opportunity	respect for the individual	respect and integrity	
diversity	respect	innovation	
fair	honest	truth	
Creativity	Diversity	Respect	
trust	discovery	freedom of inquiry	
Respect	Excellence	Responsibility	
community	persuit of knowledge	leadership	
Access and Opportunity	Continuous Improvement	Engagement	
continuous learning	globalization	freedom of inquiry	
Access and Opportunity	Continuous Learning	Innovation	
Diversity	Freedom of Inquiry	Civility	
Leadership	Access & Opportunity	Discovery	
Community	Desire	Discovery	
quality education	excellent learning environment	diversity	
inclusiveness	diversity	access and opportunity	
opening minds	civic engagement	preparing for a global future	
Respect	Discovery	Continuous Improvement	These are qualities I value and that I have seen in student staff members I have supervised through the Residential Life Department.
Diversity			
Respect	Access and Opporotunity	Initiative	
diversity	community	passion	
Excellence	Community	Pride	
Tradition	Acedemics		
Parking Lot Nazis			
Continuous Learning	Creativity	Access and Opportunity	
Collaboration	Respect	Creativity	The words above are the values I would like to see reflect our core values. But our actions we engage in are another thing. Those seem to be: lack of respect, busyness but not being productive, and narrow mindedness.
Diversity	Excellence	Integrity	
education	leadership	community	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Environmental Sustainability	providing sound educational foundations that can be built on with future changes in the workplace	keeping up with, discovering and applying cutting edge technologies	
Trust in God	Upbeat	Diversity	I think that the core values of the student population majority are very negative. This campus has somehow become obsessed with alcohol, and I have had many professors and speakers at the school make it seem like it's ok, by making jokes and even encouraging it. I think it is time for something big to change Mankato, and our core values should show how we want to change.
affordability (meaning, cheap - expressed as a negative)	Freedom of inquiry (academic freedom)		This is a difficult question for me. A personal and professional core value is "discovery" meaning, research. That said, I do not feel this is a overly shared core value of the institution. Some want research and publications, while others seem to fight this as a core value. I have long been frustrated by this. Why do I feel like an outsider because I want to be a researcher as well as a teacher? Here (at least in my limited view) these two things are not complimentary. In fact, they are all too often seem odds with each other!
student-centered	high-achieving		
RESPONSIVE	NO FRILLS	CARING	
Respect	Integrity	Duty	LDRSHIP
Diversity	Engagement	Community	
discovery	continuous learning	opportunity	I think this institution values making money as the highest value. I recognize that is not something you would put in your statement, but I think it would be the most honest.
Integrity	Excellence	Continuous Learning	
Discovery	Engagement	Community	
Diversity	Foward-thinking	Advancement	
Freedom of Inquiry	Community	Access and Opportunity	
excellence in education	integrity	teaching tomorrow's leaders	
Equality	Pride	Quality Programming	
Education	Diversity	Leadership	I feel that our University is above where many are as far as our diversity goes. I feel we need to focus more on opportunities for quality programming and giving more support to students here and their organizations. I'd like to see the President around campus (in the Student Union) instead of traveling the world. We need to begin to value relationships we have with all here: faculty, staff, administration, students, etc.
pride	respect	diversity	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Time with family and friends.	Helping others	Education	
Respect	Integrity	Quality	
Education	Innovative	Passion	I think you should have had the 3 words we want the University to represent and the 3 words we feel the University actually represents.
Access and Opportunity	Passion	Excellence	
Access and Opportunity	Excellence	Quality Programming	
integrity	leadership	innovation	
Excellence	Community	Opportunity	I'd like to see us continue to work toward diversity without pushing out and forgetting about the others who work here or study here. The climate seems to unfairly cater to some populations. Also, I think we need to work on accountability as well as responsibility as faculty/staff and remember that we are here to serve the students.
stewardship	integrity	collaborative	
students	learning	research	
Accountability	Engagement	Freedom of Inquiry	Quality programming would not be a wise choice if we reduce graduate assistantships and increase class size. Quality education and programming will decline and the school can't afford to lose enrollment because of budget cuts.
Compassion	Opportunity	Innovation	
Leadership	Continuous Improvement	Responsibility	The above are core values that I believe MSU should have, but does not necessarily have now
Excellence	Continuous Improvement/Innovation/Creativity	Respect/Civility	
Quality	Leadership	Integrity	
Pride	Community	Passion	
continuous learning	honesty	freedom of inquiry	
image to the community	leadership	diversity	Some times I feel as though the university focuses more on its image in the college system than it does on its students.
Quality Programming	Pride		
safety	availability	personal comfort	
Access	Community	Excellence	
learning	diversity	excellence	
Diversity	Access and Opportunity	Collaboration	
life-long learning	service	opportunity	
Community	Passion	Honesty	
Integrity	Discovery	Progressive	
Diversity	Opportunity	Pride	
Home	Safety	Fun	I love going to MSU.
Quality programs	Accountability and Efficiency in delivery of programs	Continous improvement	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Honesty	dedication	excellence	
quality education	different disciplines in courses	Management of school	
Integrity	ACCOUNTABILITY	Honesty	These three are at the bottom of this list at Minnesota State Mankato and need to move to the top of the list.
continuous learning	community		
Advancement	Leadership	Passion	
Opportunity	Improvemnt	Inclusiveness	
Respect	Polite	Continuous Learning	
Passion	Excellence	Pride	I love Minnesota State University, Mankato and I couldn't see myself ever going anywhere else!
Phony	Random	Outrageous	
respect	diversity	Equality	
Respect	Leadership	Globalization	
Multiculturalism	Access and Opportunity	Rights	
Dedicated	Diverse	Educational	
Diversity	Leadership	Excellence	
diversity	responsibility	creativity	
Respect	Loyalty	Dedication	
Continuous Learning	Collabloration	Accountability	
Discovery	Leadership	Diversity	
Community	Collaboration	access and opportunity	The international center was very helpful in organizing my two semesters abroad. I could not have done it without them.
access and opportunity	continuous learning	community	
Integrity	Diversity	Engagement	
Practical	Strong work ethic	Relevant	
inclusiveness	responsibility	creativity	I wish we would do more to instill more school pride. Although I feel that as of late many have gathered around the sporting teams that are doing well football, basketball, etc.
Liberal	Diverse		
Involvement	Respect	Creativity	
Liberal	Quick to spend students money	Not easy to work with	Overall, I have very negative feelings towards this university. I have worked for many different offices in the university and I saw a lot of things that disturbed me. I feel the student fees are way to high and go to things that should not be payed for by all students. I have had problems with staff when trying to plan events. There are some academic programs that have caused me to consider transferring out. I wish I could feel more pride in my campus.
Diversity	Access and Opportunity	community	
here for the students			
challenge	inquiry	learning	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Continuous Improvement	Freedom Of Injury	Diversity	I think the University is far behind in the Globalization value from what mmy experience with staff and students.
Accountability	Continuous Improvement	Community	
access and opportunity	Excellence in classroom instruction	Faculty expertise	Our purpose is to offer a quality education to students who may not be able to get in to or afford private colleges, or even the U of Minnesota. To distinguish us from community colleges, we have to maintain our level of excellence and expertise.
Pride	Respect	Diversity	
Learning	Discovery	Academia	
individual attention	access to cutting edge research and technology	engagement	
diversity	continuous improvement	pride	
diversity	civility	no freedom	
frugality	honesty	civility	all operate by same values and principles and rules
diversity	globalization	respect	
Equality (no discrimination because of color, gender, sexual orientation and so forth)	Team Work	Honesty	
			I don't think I feel any of the above. I feel that those are all things we as a university need to work harder on. There needs to be a higher level of transparency, honesty and trust among all bargaining units. I feel the administration should work more closely with these various units to help create a sense of openness. Only when everyone feels part of a community will this university really reach its full potential.
Quality education for a reasonable cost	community service	continuous improvement	The campus is very big on diversity but the only diversity being recruited is African American and Somali American students. There are other backgrounds; such as, American Indian, Asian American, Hispanic American, etc. Why doesn't the diversity recruiter go to the St James area to recruit Hispanic American students or to reservations to recruit American Indian students? The sad thing is that when the university thinks of diversity all they think of is the color of one's skin. There are a number of people that the university could benefit that are from low-income families. I guess it just depends on what the University's definition of diversity.
Diversity	Opportunity	Pride	
Freedom of Inquiry	Continuous Learning	Integrity	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Leadership among both teachers and students	Diversity	Excellence	
Education	Research	Innovation	
Set the Standard both academically & athletically	"If it is worth doing it, is worth doing right"	Learn from the past look to the future	Core values need to keep students, faculty, and staff motivated to continue to do better each and every day. The motto of don't tell me what you have done tell me what you are going to do. With the budget situation we all need to be forward thinkers which will allow us to continue down a road to success in every aspect of Minnesota State University, Mankato.
diversity	responsibility	respect	
Globalization	Civility	Diversity	I have had some problems with (not faculty) rude/unhelpful employees; particularly at the Hub and such. I am also not excited about the direction of the school with the recent economic status, but needs do as needs must I suppose.
Integrity	Respect	Diversity	
Respect	Integrity	Opportunity	
Trust	Respect	Accountability	
Access and Opportunity	Diversity	continuous learning	
Quality education at affordable price	Equal opportunity/equal access	Commitment to diversity	
continuous learning	access and opportunity	diversity	
Discovery	Personal Growth	Excellence	
Diversity	Pride	Respect	
Community	Pride	Innovation	
Inclusiveness	Accountability	Engagement	
Continuous Improvement	Responsibility	Diversity	
Political correctness	Many Opportunities	Free sausages	I think this survey is ridiculous. It tries to be overly inspirational and uses the economy as an excuse to try to guilt people into filling it out. Frankly, when I'm done with school, I'm DONE. I'm not going to live in a state of ecstasy, waking up every morning thinking "Hallelujah! I'm so happy I went to MSU!"
continuous improvement	constant change	students first	
Leadership	Integrity	Respect	
Access and Opportunity	Pride	Continuous Learning	
Accountability	Respect	Innovation	
Pride	Responsibility	Continuos learning	
Quality	Diversity	Paid by the hour	
Quality	Collaboration	Unique	
Respect	Responsibility	Leadership	Core values should stress the importance the MSU institution and community places on developing its members into responsible citizens locally and globally.

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Selfless service			There are some VP's(Multicultural) that have taken advange of their position to advance their own race(turning the CAP program into a tool to recruit african american, and at the same time "almost" fully staffed by african americans"what happen to diversity here")Intead of what they are supposed to be. A neutral part where all races are considered equal. If you check their records you will saddly see that the number of other races is down to the bottom of the list while african americans and somalis are located at the top. If this University is serious about having a Core value system, they need to work on having a diverse(funny how the word diversity means only african americans on this campus) Campus where the VP on that area works exactly on doing what his title is and not just work for african americans. Thank you very much.(perhaps a one on one training with this VP would help him see all the wrongs that he has done, but knowing how this university works "you can not touch the black men because he might accused you of been racist" you will probably will just sweep this under the rug, since he is the only AA that is on a high
student focused	evidence based	interdisciplinary	
Freedom of Inquiry	Creativity	Truth	Pride? Why pride?
collaboration	globalization	inclusiveness	
service to students	research and study	financially attainable by the average citizen	
Excellence in quality of academic programs	Provide scholarly/research opportunities for faculty	Respect and congeniality amongst faculty	The university needs to do more to push faculty to set standards of excellence in quality of their classes and also to provide more opportunities for academic release time to purse scholarly/research interests. Don't expect faculty to teach 12 credits/semester and be able to maintain the quality of their courses and produce scholarly/research work.
educational development	service	leadership	
Diversity	Community	Leadership	
Global Humanity	Life Enrichment	Family Orientated	
Trust	Community	Accountability	
community	diversity	honesty	
continuous improvement	community	engagement	
Solutions	Listening	Learning	
Access and Opportunity	Respect for learning	Continuous Learning	
excellence	diversity	accountibility	
fun	energetic	experimental	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Leadership	Responsibility	Honesty	
Balance	Generosity	Growth	
Diversity for Minorities	Freedom of Expression for Protected Groups	Continuous Learning about Diversity	I think the University has lost sight of what true diversity is. Instead of limiting fairness and equality to just minority groups/individuals, the awareness of diversity should benefit all-both minorities and the majority groups equally.
Responsibility	Honesty	Community	
Accountability	Creativity	Responsibility	
Pride	Continuous Improvement	Engagement	
continuous learning	collaboration	leadership	
Passion	Excellence	Discovery	I feel as the though the professors at this University take pride in what they do and have a true passion for their students as they excel through the walk of life.
Fiscal Greed	Institutional Apathy	Awarding Staff Ineptitude	
			Sorry, but I cannot answer this question. You are asking me to state what I feel most accurately reflect the (current) core values of MSU. However, you should be asking me to state what I feel most accurately reflect what the core values should be. These are two distinctly different questions. For example, we currently place too much of an emphasis on values that result in excessive funding of activities not directly related to the academic mission of this institution. Unless the administration clearly indicates a willingness to change that direction then I cannot answer the question.
Equality	Excellence	Leadership	
Access and Opportunity	Diversity	Respect	
Access and Opportunity	Continuous Learning	Innovation	
agalitarian	populist	comfortable	
Honesty	Trust	Accountability	These are words that i think SHOULD most accurately reflect the core values of Minnesota State University, Mankato, BUT DON'T.
Teaching	Extracurriculars	Sports	MSU needs to rethink their priorities with the proposed (?) addition of the outdoor sports facilities. That money could be used to redo a lot of teaching facilities. Most people don't even pay attention to those teams.
Integrity	Open, honest commmunication	Inclusiveness	
pride	image	diversity	
Diversity	Involvement	Education	
Responsive	Applied research and innovation	partnership	
Pride	Diversity	Discovery	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Education	Continuous Learning and Opportunity	Self Improvement	
Conitnuous learning	community	sholarly activity	
Respect	family	passion	
Access and Opportunity	Leadership	Diversity	
Access and Opportunity	Respect	Diversity	
Pride	Continuous Learning	Continuous Improvement	MSU,M provides awesome opportunities for not only students, but also staff and faculty!
Integrity	Diversity	Excellence	I think Integrity, Diversity, and Excellence put a net under which all the other values would fall under.
Service	Leadership	Collaboration	
Access and Opportunity	Respect	Honesty	
Discovery	Collaboration	Community	
hard working	community	pride	I think the current core values are different than what some apire to have as core values.
Accessible	Valuable	Community Resource	
access and opportunity	accountability	freedom of inquiry	
on-site and on-line learning	continuous learning	global learning	
Access and Opportunity	Integrity	Engagement	
Pride	Diversity	Continuous Improvement	
Student focuses	Responsive	Innovative	
Diversity	Leadership	Discovery	I have noticed the attempts to diversify the campus by increasing the number of minority students attending MSU. Through my years here, I have also been presented with many leadership opportunities, so thought Leadership was another appropriate inclusion of the core values.
Discovery	Continuous Improvement	Excellence	
			I don't feel that, in my four years here, I've picked up on any positive core values of the university. I've picked up on some negatives...for example I could put "sports" in there, but other than that...
Integrity	Competence	Accountability	
Access and Opportunity	Innovation	Continuous Learning	
Engagement	Commitment to Learning	Integrity	
PAssion	Commitment	Quality Student Experience	
access and opportunity	community	excellence	
Incompetent Leadership	Shameful disregard for academic excellence	Business and facilities directives mandated with impunity	Stop wasting our time and money with these ridiculous follies... this survey, workplace bullying survey, great place to work survey, white letterhead, strategic planning vice president, Minnesota State Mankato branding... all completed; nothing accomplished.
Quality	Individual students matter	Price	
Access and Opportunity	Pride	Discovery	
Excellence	Pride	Leadership	

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Education	Improvement	Learning	
students' education	community	careers	
Liberal	Politically Correct	Diverse	
Sports	Alcohol	Sports	
Honesty	Diversity	Responsibility	
committment to great student experience	great education for a good value	respect for one another	
access and opportunity	civility	transparency	
Needs continuous improvement	Lacks teaching responsibility	Lacks quality programming	The standards of the school have declined a great deal through the years.
Quality of Programming	Access and Opportunity	Continuous Learning	Emphasis on Students Development
Leadership	Community	Opportunity	
Community of Learners	Respectful Relationships	Continuous Innovation and Improvement	
Vision	Striving towards the future	Changing with trends and time	
Excellence	Diversity	Continuous learning and improvement	
friendly	diverse	committed to excellence	
Innovation	Diversity	Excellence	
Opportunity	Vision	Innovative	
Loyalty	Respect	Leadership	
Welcoming to all people	Discovery through collaboration		In my opinion quality, continuous learning, responsibility, community, honesty, and innovation should go without saying at a state university. I don't think getting this information from a survey will create the greatest 'ownership' among staff. It is great that there is an effort to build these core values, but I think there are better options to create these values. As long as this information is followed up and disseminated in a group setting among staff, a survey can prove rather useful. At a difficult period of economic hardship, the university has a great opportunity to exert greater efforts to reach out to non-traditional students. Adults who have lost their jobs and are currently in high competition for new ones need universities to reach out to them. Online courses and financial aid programs need to be better established to meet the needs of these people in the greater Mankato community. Staff are fearful like any other employees in the US that their jobs are at risk. By cutting back on professors or other department funding, it will also reduce the revenues that come into the school. If a professor teaches 4

Core Values - Survey Results 2009

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Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
Run as a business	Self deserving		This school has great potential to be something more than just a business. It can become a well respected scholastic institution with the many different resources it has at its 'fingertips'. This school needs to be looking for ways to focus their efforts in helping students leave here with hands-on, real-life experiences.
Access and Opportunity	Engagement	Collaboration	
Integrity	Excellence	Access and opportunity	
Opportunity/Access to Learning	Learning through Discovery	Learning built on Respect	Personal growth through inclusion, ages, culture and gendar
pride	community	respect	
Accountability	Quality Programming	Waste of time	
access and opportunity	acceptance and respect	passion for learning	
Passion	Creativity	Pride	
Culture/Diversity	Pride	Continuous Learning	
Integrity	Excellence in all you do	Service before self	
Numbered			On one page of our website it literally said....Hello! 00833252. My name is not a number
Community	Continuous Improvement	Need of Recognition	I place "need of recognition" because I believe MSU needs to work on retaining and recognizing highly qualified faculty; especialy women and minorities. In addition, departments need to recognize and utilize, more effectily, the skill sets to contribute to the deparment's, college's, and university's goals and philosophies. This is, in part, why I am no longer a full-time faculty at MSU. Give your staff more opportunity to apply the valuable skills that bring to MSU and its students
Integrity	Honesty	Accountability	
discipline	creativity	high quality	
service	learning	integrity	
integrity	responsibility	continuous learning	
Environmental Protection	Community Cohesiveness	Economic Responsibility	
Diversity	Research	Collaboration	
pragmatic	productivity	effectiveness	We strive to meet the people's needs in an effective, economic, and efficient manner.
Excellence	Diversity		
fantansic job opportunity	growth to be here in the future	reach to be better than yesterday	get rid of people with negativity
Globalization	Pride	Quality Programming	
Honor	Courage	Commitment	
diversity	professionalism	civic engagement	The above words reflect the university's values, not necessarily the students'....unfortunately.
Access and Opportunity	Student Centered	Locally and Globally Engaged	
access and opportunity	leadership	community	
Drinking	Continuous learning	Lack of Accountability	

Core Values - Survey Results 2009

Please provide three words or phrases which you feel most accurately reflect the core values of Minnesota State University, Mankato.			If you have any additional comments please provide them in the space below.
Word/Phrase:	Word/Phrase:	Word/Phrase:	Open-Ended Response
accountability	positivity	creativity	hard to express in one word: support of faculty and staff
Diverse	Improving people everwhere	Install people with new ideas	
Access	Opportunity	Responsibility	
Opportunity	Innovation	Excellence	
provide lifelong jobs for otherwise unemployable but highly educated people	provide sheep-like fodder for the corporate grist mill	every so often do something right, creative and exciting	Spin any campus currently in MNSCU out of the system if it so wishes, allocating to its funding its portion of the MNSCU administration budget.
Learning	Collaboration	Research	
Integrity	Excellence	Collaborative	These 3 words are how I feel I contribute to the university as I cannot speak for all and if I was to speak for all areas of the university the words would be vastly different
Diversity	Education first	Responsibility	I feel that the core values of MSU have not been apparent to the current students. When I walk around MSU I see flat screens that are either turned off or unused in many hallways. I see expensive security cars that are not necessary because car chases are a rarity on campus. I believe what MSU is projecting is that we have money, which obviously, we do not. And the classroom is suffering for this. Last year, before construction on Trafton started, I witnessed an argument between professors on who got to use the microscopes that day. Why are multiple TV screens necessary when we do not have enough microscopes? A lot of what I have witnessed in my 3 years here have made me regret coming to MSU in the first place.
freedom of opportunity	respect for all	strive for quality and excellence	encouragement and recognition for innovation and inquiry
Athletics	Academics	Pride	
Continuous Learning	Engagement	Integrity	
Globalization, Diversity, Community	Quality Programming, Continuous Learning, Continuous Improvement	Excellence, Collaboration, Leadership	I would like to have our core values include integrity, respect, civility and pride for students and staff, honesty, passion, trust, accountability and responsibility.
discovery	knowledge	connections	
quality education	community engagment	life long learning	When answering this question, I think that these are the core values that the University SHOULD reflect, I do not think that the University is following any core values at the current time very closely.
Diversity	Inclusiveness	Passionate about Athletics	Would prefer that they were: Respect Excellence Responsibility
freedom of inquiry	freedom of expression	freedom of oppression	

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Continous Improvement	Freedom of Inquiry	Civility	Professional Courtesy, or common courtesy should be a standard held to all people's actions that is sometimes severely lacking
Shared governance--faculty, staff & students	Moving forward, striving for excellence,growing pride	Numerous dedicated faculty and staff	This is very difficult for me to do at this point in time with all of the challenges we are facing. My answers may have been different at the beginning of the academic year.
Excellence	Continuous Learning	Accountability	
Community	Learning	Supportive	
continuous learning	preparation	commitment	
Excellence	Tradition	Exploration	
Respect	collaboration	customer service	It's to bad this does not reflect everyone in the management of the campus facillities dept, starting at the top
intellectual integrity	quality pedagogy	collaborative intellectual engagement between undergrad students and professors	These are the core values I think we <u>should</u> have, but we seem to stretch ourselves too far in different directions, and thus fail to look at the core values and mission of the university. Get back to the basics (an excellent undergraduate curriculum in liberal arts, social sciences, and sciences, along with a modest graduate program and research production) here at MSU. Do what we can do best.
Access and Opportunity	Continuous Learning	Responsibility	I think the economic crisis is making people aware of the unnecessary and wasteful ways that have developed over the years. Lets get back to the nuts and bolts.
Students first	Opportunity	Life-long learning and learning for life	
Pride	freedom		
Growth	Pride	Opportunity	
Respect	Honestly	Trust	
Fairness to everyone	Equal opportunity whether majority or minority	Not forcing values on those who disagree with you	The university must be careful that it doesn't bend over so far trying to please various subgroups that it ends up creating angry neglected mainstream workers. Everyone is important.
Innovation	Education	Civility	
Engagement	Leadership	Integrity	
Community	Welcoming	Encouraging good academics	
Holistic Wellness - academic and socially teaching	Desire for Knowledge	Touch the World	
responsible, respectful, global learning community	excellence	opportunity	
Leadership	embracing excellence in quality programs for students		
Great customer service	Accountability	Excellence	
Integrity	transparency		
	Honor	Pride	

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Shared Governance	Decentralized Decision Making	Equity	While it would be wonderful to say that we have shared values across the University concerning academic quality (i.e., core values that are tied to innovation, continuous learning, continuous improvement, creativity, passion, etc), I don't believe this is true. However, one might find these values embraced by particular academic programs. Decentralization of decision making and "academic freedom" have been such strong values for the University that it is difficult to have core University values.
service	student development	preparation for "world of work"	
educational excellence	freedom of inquiry	respect	
Excellence	Innovation	Integrity	
Work Ethic	Leadership	Community	
security	safety	learning	
Quality	Leadership	Community	
Engagement	Opportunities	Progressive	Engaging the student. Opening doors for students who put forth the effort. A progressive learning culture
Excellence in Education	Access and Opportunity	Integrity	
inclusiveness	creativity	freedom of inquiry	
Continuous Improvement	Community	Diversity	
Conservative	Straight forward	Questionable monetary spending	
Service to the Region	Inclusiveness	Social Justice	I wish I could add terms such as "efficiency" or "innovation" to this list, but, unfortunately, I don't see that. Additionally, I wish "collaboration" and "cooperation" were terms that would describe what happens among students, faculty, and staff, but, even at the highest levels of leadership within the institution, there appears to very much be an "us vs. them" mentality, especially coming from the students. I love working with students, and I think their voices should be heard, but I believe they're given too much power at this institution; much more than I've ever seen at other institutions where I've worked. I believe that there is a lot of "communication" that goes on at this institution, but open forums and discussions appear to only give people an opportunity to complain. I have yet to see any results from the dialogue. Let's keep the conversations going, but let's do something! This is how we can become more "innovative" and "progressive."
direct application of knowledge	solution-focused scholarship	service to the regional community	

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leadership	trust	continuous learning	half of your choices are not core values, more like beliefs
Technological	Innovation	Informal	
Access and Opportunity	Innovation	Excellence	
Scholarship	Excellence	Creativity	
Pride	Community		
Leaders of Tomorrow	Building the Future Together	Achieving success	
Leadership	Passion	Excellence	
Pride	Community	Responsibility	
diversity	continuous learning	community	
Pride	Informality	Broad curriculum	
Demeaning	inflexible	Condescending	The department I am in is horrible! They have set us up for failure, have been condescending, demeaning, inflexible, I and others could go on forever.
Dedication to quality teaching	Transparency and true shared governance	Leadership	
Quality Education	Pride	Excellence	
Civility	Expectations	Accountability	I cannot express civility and respect enough. Today, I have received 3 e-mails and it is only 9 a.m. of people who are belittled, demeaned and treated so poorly by their supervisors. Something needs to be done. I understand next week's topic for supervisor training is "Creating a Positive Work Environment". Please encourage or enforce their presence at these meetings. The ones that need to attend, do not go. Valerie Roberts/VP of AFSCME Great Place To Work Committee Task Force Member Bullying Task Force Member
application of best practices	promoting scholarship	supportive of teaching and scholarship	
Respect	Honesty	Continuous Learning	I think since we are an educational institution, continual learning needs to be a focus while focusing on honesty and respect for one another.
Quality Programming for the Community	Pride, Excellence and Passion for Education	Leadership with Discovery	Leaving behind a Legacy of Excellence to the children of our future.
Respect	honesty	integrity	I think if all adhered to these three things, a lot of other great core values would be visible as well. With one comes another.
collaboration	leadership	passion	
alcohol	sex	education	in that order
Equality for all	repect of cultural differences	fairness	
Leading Edge	Solid, Reliable	Confidence	
medicroity			
diversity	community	globalization	
affordability	quality	specialization	
Nuturing	Hard working	Team players	

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<i>Word/Phrase:</i>	<i>Word/Phrase:</i>	<i>Word/Phrase:</i>	<i>Open-Ended Response</i>
Accountability	Responsibility	Honesty	Why don't you worry about teaching us, not all this beauracy that costs a lot of money. I don't care about feelings, I want to get an education and that is what I am paying for. So stop wasting our money and teach.
Access and Opportunity	Diversity	Discovery	
Respect	Integrity	Community	
Access and Opportunity	Affordable education	Valuable to the community	
Community	countinous learning	diversity	
Pride	Collaboration	Communication	
Regional Higher Education Institution			
Innovative	Quality	Collaboration	