

## **Development of Core Values**

To initiate the Core Values Development Process, the Great Place to Work Task Force designed an open ended survey that was sent out to all staff and students. This exercise gave an opportunity for everyone to express their ideas about what the core values statement should say. The survey asked participants to identify the three values which they believed represented Minnesota State University, Mankato. They were also allowed the opportunity to provide any additional comments. Staff and students received the electronic survey on January 30 and were given until February 6 to respond.

The overall response to the survey was positive, with a total of 1,057 survey participants and 3,657 total survey responses. Participants provided creative answers and there were many similarities among responses.

Following the Core Values survey, the Great Place to Work Task Force has held a number of forums. The forums were focused on condensing the results of the survey. Participants were asked to work in their groups to identify as many core values that they believed to be an accurate reflection of MSU, Mankato. Then groups were given a copy of the results from the survey and were asked to compare the list they had just developed with the survey results, noting any similarities and differences between the two. From there groups identified the top five core values which they believed that MSU should adopt and were asked to define and support their reasoning.

To date, the GPTW Task Force has held three forums open to all faculty and staff. These were held March 2 from 10 AM to 12 PM, March 3 from 6 PM to 8 PM, and April 7 from 2 PM to 3 PM. In addition, this exercise has been completed by smaller groups such as the Planning Group and the Chairs Workshop. Future forums are planned for the summer with the goal to have the Core Values process finalized in the fall of 2009.

The forums thus far, have yielded similar responses to both the survey results and to the other forums. As future forums are held, we will continue to narrow the results and will obtain a short list of words or phrases to be developed into a values statement.