



School of Veterinary Medicine Policy Document 00.01: Core Values and School Policies

GOVERNING TTU OP: No applicable. Other relevant TTU SVM Policies include:

- SVM Policy Document 10.41: Core Values Council

PURPOSE: The School of Veterinary Medicine (SVM) is striving to create a sustainable culture based on the shared Core Values identified by our SVM community. To identify and define our shared Core Values, SVM and community members met as a team in September, 2020, for a Values Summit. The product of this Values Summit defines the aspirational ideals of what we mean by collegiality, and serve as the prevailing code of conduct for all faculty, staff, and students. Collectively, they define our RaiderVet Culture. Our Core Values should be interpreted in a manner that is consistent with all federal and state laws and regulations, *Regents' Rules*, and TTU System and TTU policies.

DATE OF POLICY: 20JAN2025.

REVIEW: This SVM Policy shall be reviewed every third year by the SVM Core Values Council. Revisions will be forwarded to the Dean's Executive Leadership Council for review and disposition.

POLICY/PROCEDURE: Every TTU SVM student, staff and faculty is expected to foster our Core Values as outlined in TTU SVM Policy Document 00.01A dated 01APR2021 or a subsequent published revision, the Texas Tech University System Code of Ethical Conduct, and relevant TTU Operating Policies.

All published SVM policies will be interpreted using our Core Values.

Attachment TTU SVM 00.01A: Core Values

COMMUNITY



INTEGRITY



KINDHEARTEDNESS



GRIT



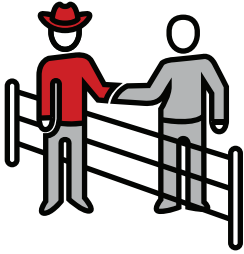
INSPIRATION



SCHOOL of VETERINARY MEDICINE

CORE VALUES

On September 1, 2020, the founding faculty and staff gathered with five West Texas community members to identify the core values we share and on which we want to build our RaiderVet culture. This document codifies our work. It defines who we are, how we live our lives and how we treat ourselves, others and the animals we serve.



COMMUNITY

Embrace a sense of place and collaborate toward shared goals

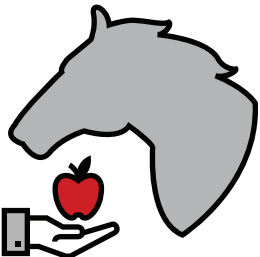
- > Create an environment of unity and teamwork
 - > Embrace that all of us and everything we do impacts others
 - > Empower, encourage and support one another to create virtuous cycles of growth
 - > Promote community-engaged scholarship in our teaching, research and service
 - > Recognize and celebrate individual and group contributions and achievements
 - > Cherish a sense of pride and ownership in our school and mission
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INTEGRITY

Do the right thing and stand by what you say

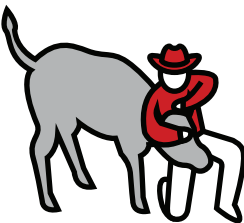
- > Be honest regardless of the outcome
 - > Hold ourselves to the highest ethical standards
 - > Deliver on word and commitments
 - > Be transparent in motive and expectations
 - > Take responsibility and ownership for our actions
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KINDHEARTEDNESS

Be compassionate, empathetic, respectful and open-minded

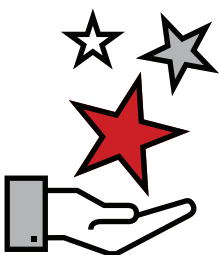
- > Assume good intentions and the best of everyone
 - > Listen first, then seek common ground and shared solutions
 - > Acknowledge each other and communicate with courtesy
 - > Create a welcoming environment where every voice counts
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GRIT

Thrive through determination, mettle and resilience

- > Respond constructively when faced with challenges
 - > Demonstrate adaptability as situations change
 - > Use critical thinking and creativity to find win-win solutions
 - > Be intrepid and demonstrate a pioneering spirit
 - > When you get knocked down, rise up stronger
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INSPIRATION

Cultivate an inclusive, goal-oriented and creative environment

- > Foster an environment that embraces appropriate risk and innovation
- > Encourage and celebrate curiosity and creativity
- > Demonstrate a commitment to life-long learning and personal development
- > Collaborate to achieve synergy
- > Challenge, motivate and empower the next generation of veterinary professionals
- > Create opportunities for students, staff and faculty to engage in entrepreneurship