

U and the CODE OF CONDUCT

A Message From President Bruininks

The University's outstanding reputation and well-earned trust depend on our adhering to the highest standards of ethics, integrity, and responsibility in our University affairs. These standards are so central to our institution that we have formally adopted a Code of Conduct. Your personal commitment to the letter and spirit of the Code of Conduct is crucial to the University's ability to continue in its role as a leading academic institution and community partner.

Our Mission

We have a three-part mission. This unites who we are and what we do at the University.

- **Research and Discovery**—Generate and preserve knowledge, understanding, and creativity
- **Learning and Teaching**—Share that knowledge, understanding, and creativity
- **Outreach and Public Service**—Extend, apply, and exchange knowledge between the University and society

Ethical behavior is vital to carrying out each facet of this mission.

Our Shared Values

The values set out in the Code of Conduct's preamble are "essential to responsible professional behavior."

These shared values include:

- **Honesty**
- **Trustworthiness**
- **Respect and fairness in dealing with others**
- **Sense of responsibility**
- **Loyalty toward the ethical principles espoused by the Institution**

Read the Code of Conduct at
www.umn.edu/regents/policies/academic/Conduct.html

The University's success depends upon the personal integrity of each member of our community.

What does this mean for me?

Fulfilling the Code of Conduct means you:

- Know your responsibilities. Understand the rules, regulations, and University policies that apply to your position.
- Ask questions if you're not sure what to do. Don't guess.
- Fix problems if you can; don't ignore them. Report concerns to responsible University personnel, even if the concerns pertain to matters that are not part of your job.
- Be personally accountable for your actions. Lead by example.
- Be proactive. Raise concerns and work to resolve them before more serious problems arise.
- Support those who come forward to discuss an issue or to report a concern.
- Treat others with fairness and respect. Recognize we all contribute differently to a common goal.
- Be a responsible steward of University resources.
- Seek advice from your supervisor about any part of the Code of Conduct if you have questions.
- Show pride in the University's reputation and excellence through your own ethical conduct.