Values synthesis
CF: 3/29/02

1. **Professionalism** – responsibility, commitment to excellence, professional
    development
    [The original description seems a bit variegated. From the original set of
    characteristics, we selected "responsibility" and "professional development,"
    and from a lower ranked value we added "commitment to excellence."
    "Cooperation/collaboration/camaraderie" fit into value #2 below.
    "Recognition/reward system" fits better into a goal. "Self-respect" we
    dropped as too individual.]
2. **Collaboration** – teamwork across departments and ranks
    [We left this one as is. The group that writes the statement may want to keep
    the original statement.]
3. **User-centered service** – find out and deliver
     [We left this one as is.]
4. **Communication** –clear, respectful, open, transparent decision-making
    [We shifted the emphasis in the original "Integrity, honesty, sensitivity …" to
    "Communication."]
5. **Leadership** – within the library, on campus, openness to change
    [We moved the lower ranked value "Innovation/embrace change" under
    "Leadership."]
6. **Diversity** – staff, collections, ideas
    [From long statement "Commitment to working among ourselves…" we
    selected "Diversity." We moved "free and open discussion" and
    "transparency of decision-making" to #4 above.]

    Although it received a lot of votes, especially from Director's Council, "Make
    accessible and preserve the human record" seems more a goal than a value.