

STATEMENT OF SHARED VALUES

DEPARTMENT OF MATHEMATICS, UNIVERSITY OF OREGON

The department is a workplace of 125 professors, instructors, office staff, postdocs, and graduate employees, as well as 50–75 undergraduate employees, and wishes to promote an atmosphere of respect, professionalism, and collegiality toward everyone who works here.

We strive to uphold the following values:

- We work respectfully and professionally with people of diverse backgrounds and worldviews.
- We treat everyone as a valued member of the department, regardless of their role, academic credentials, or how long they expect to be here.
- We are mindful of others' time and workload.
- We give others the benefit of the doubt, and assume good intentions.
- We are generous in giving credit and thanking people.
- When we disagree, we do so in a civil and professional manner.
- The department leadership recognizes its duty to listen and respond to concerns about whether the spirit of this document is being followed.

The following reminders can contribute to a good working environment:

- When sending and receiving email, be mindful of the potential for miscommunication, and the tendency of email to sound hostile unintentionally. Sometimes a conversation in person or on the phone can prevent misunderstandings.
- Remember that not all conversations are appropriate to have at work. In shared spaces, be conscious and considerate of who is overhearing your conversation. Be mindful of others' boundaries around discussing personal information with co-workers.
- Be aware of others' job titles and roles; avoid referring to the office staff as secretaries.
- The office staff are experts on the University's processes, which are constantly being updated; trust their expertise.
- Graduate employees are not just at school but at work, and their classmates and teachers are also their co-workers and colleagues.
- Faculty have substantial power over students, and while they identify with students because they were once students themselves, their words carry more weight than they may realize.
- Everyone perceives risks differently, and weighs them differently. Be tolerant of those who are a bit more cautious or less cautious than you are.

(We are grateful to the departments of physics, religious studies, and theater arts, from whose shared values statements we adapted some of these points.)

Date: Fall 2021.