

Core Values: Faculty Code of Excellence

1. **Recruiting and Retaining Exceptional Students** - The recruitment and retention of exceptional students is ensured by sustaining high-quality throughout the College and by strategically communicating with all stakeholders. Emphasis is given to our rigorous curriculum, qualified faculty, student services, job placement, student mentoring, and commitment to students in an energizing living and learning environment.
2. **Curriculum Design and Delivery** - The COB curriculum is accessible, integrated and experiential combining the breadth of liberal arts education with the depth of business practice. It is designed to prepare students for productive careers while fostering lifelong learning, critical thinking, effective communication, and ethical decision-making.
3. **Mentoring** - Faculty, staff and administration initiate and cultivate interactive student mentoring relationships in support of the academic and professional development of students, and engender student commitment to learning, personal responsibility, effective problem-solving, and ethical judgment.
4. **Research and Creative Activity** - Faculty members model life-long learning and critical/creative thinking by engaging in research and creative activity that contributes to the inventory of knowledge, strengthens each student's classroom experience, and supports the land-grant mission of MSU.
5. **Balancing Personal, Professional and Societal Responsibilities** - The College sets work-load expectations for faculty, staff and administration that promote a balance of personal, professional and societal responsibilities and fosters faculty involvement with university, city, state, nation, and world communities.
6. **Professional Fulfillment** - In support of long-term individual growth and college-wide progress, faculty and staff are afforded the opportunity and resources to pursue personal/professional activities linked directly to consistent, identifiable, desired organizational goals.
7. **Organizational Resources and Rewards** - The College of Business values and cultivates members of the faculty, staff and administration by allocating substantive resources to recognize outstanding performance and to invest in the future and enhancement of our mission and core values.
8. **Organizational Culture** - As a dynamic learning community of shared vision and goals, the College of Business culture nurtures the

personal and professional growth of faculty, staff and students through trust, openness, good humor, collegiality, accountability, unity, diversity and an enthusiasm for change and individual differences.