



## **Values Statement for a Healthy Learning and Working Environment**

By creating and sustaining a healthy learning and working environment at the University of Kentucky College of Nursing, we will ensure a high level of professionalism, civility, and caring among students, staff, and faculty.

The following are values and normative behaviors that students, staff, and faculty are expected to exhibit to promote a healthy learning and working environment at the University of Kentucky College of Nursing. This applies to interactions between and among students, staff and faculty to foster optimal learning and professional development.

### **College of Nursing Mission**

The mission of the University of Kentucky College of Nursing is to promote health and well-being through excellence in nursing education, research, practice and service while fostering diversity and inclusion.

### **Our Vision**

The College of Nursing will be one of the nation's top nursing programs in education, research, practice and service.

### **Values**

- U** Unique and innovative contributions to health care
- K** Knowledge and evidence-based practice
- C** Collaborative and diverse learning environments
- O** Open and respectful relationships
- N** Nursing leadership and recognition

### **Respect and Appreciation**

The College of Nursing welcomes and embraces differences in ethnicity, race, culture, age, gender, sexual orientation, religion, role, socioeconomic status, and perspective. In a culture of civility, mutual respect and appreciation characterizes all relationships within our community. Students, staff and faculty alike:

- Demonstrate appreciation and respect for all individuals.
- Recognize and acknowledge excellent efforts and accomplishments in academic, clinical, and community settings.
- Exhibit consideration and understanding of each other's personal backgrounds.
- Maintain trust and right to privacy by keeping confidences and not passing along gossip.
- Give full attention to others (i.e. during classes, meetings, clinicals and labs) by not multi-tasking with other unrelated activities.

## **Integrity**

We value actions and words that demonstrate authenticity and veracity. Students, staff and faculty alike:

- Exhibit tolerance for others.
- Demonstrate utmost integrity through words and actions that reflect honesty, empathy, compassion, and beneficence.
- Exhibit accountability by doing what we say we will do.
- Conduct ourselves professionally with an attitude of receptivity and trustworthiness.

## **Communication**

We are committed to open, positive, constructive and timely communication. We recognize that communication encompasses many formats (e.g., in-person, electronic, written). Students, staff and faculty alike:

- Communicate openly, truthfully and directly with one another in a timely manner, allowing for honest dialogue and feedback.
- Express ourselves using thoughtful and considerate language, tone and behaviors.
- Listen actively and respectfully to different viewpoints, remaining receptive to hearing differences in opinions and perspectives.
- Respond thoughtfully and respectfully to questions and comments.
- Recognize that anything transmitted via the internet (e.g., email, social media) could become public knowledge.
- Remain calm and professional during conflict, focusing on the issue in a constructive and timely manner.
- Provide thoughtful evaluation and critique that highlight strengths and areas for improvement in a balanced, caring, and respectful way.
- Receive constructive feedback with openness in the spirit of improvement.
- Maintain privacy when using online communication in accordance with CON and UK online and social media guidelines (see p. 20 <http://academics.uky.edu/ukcon/pub/CurrentStudents/StudentHandbooks/Documents/2014%202015%20Undergraduate%20Handbook.pdf>).
- Convey a positive image of the University of Kentucky with public and online activities.

***NOTE:*** Civility is defined as formal politeness and courtesy in behavior, speech, and written communications which respect the dignity of others and is consistent with professional standards (see 2008 AACN Essentials <http://tinyurl.com/ppn15qv> [Essential VIII, Professionalism and Professional Values]; and 2015 ANA Code of Ethics <http://tinyurl.com/mw7ktmz> [Provision 1.5, Relationships with Colleagues and Others])

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