

## PITT PRINCIPLES

A Working Draft (September 4, 2017)

### Free Expression

**The University of Pittsburgh is committed to the vigorous protection of free expression and to the highest standards of academic freedom.**

Free expression and academic freedom are implicit in and necessary to the realization of the other core values of the University and indispensable to the fulfillment of its mission.

### Pursuit of Knowledge

**The University of Pittsburgh values and promotes the pursuit of knowledge, understanding, and artistic excellence in all fields of human endeavor and supports members of the University community engaged in that pursuit.**

Commitment to critical thinking and practice across the disciplines is essential to the pursuit of knowledge, as is adherence to the highest standards of academic integrity and to rigorous ethical practices in teaching, research, and professional conduct. The University appreciates and recognizes excellence in all forms of scholarship and encourages the production of socially useful knowledge in cooperation with partners in academia, in the public and private sectors, and in society at large.

### Diversity and Inclusion

**The University of Pittsburgh is committed to diversity, inclusion, equity, and social justice, in order to achieve and sustain excellence in teaching and research.**

We can best promote excellence by recruiting and retaining diverse students, faculty and staff and by creating a climate of respect that nurtures and supports their success and active inclusion in all aspects of University life. This climate for diversity, inclusion, and excellence is critical to achieving and maintaining the highest standards in research, scholarship, teaching, and service. The work of realizing a diverse and inclusive environment remains an ongoing and unceasing process; therefore, the University commits to an active and intentional process of engagement with diversity that increases awareness and intellectual growth, promotes participation, cultivates empathy and respect, and encourages a greater understanding of the complexity of human experience. This process can only flourish in a context of mutual respect where diverse views can be debated without fear of retaliation or harassment.

## **Public Service**

**The University of Pittsburgh has a responsibility of service to our local, national, and global communities.**

The commitment to public service is realized through partnerships and collaboration with local community stakeholders, civic organizations, public agencies and other partners; through the co-production and dissemination of socially valuable knowledge; and, through sharing the expertise and other resources of the University in ways consistent with our other core values and our primary teaching and research goals.

## **Shared Governance**

**The University of Pittsburgh commits to an existing tradition of shared governance by expanding and strengthening principled, open, discussion and debate that will promote equity, partnership and institutional solidarity among and between our constituent groups—Trustees, Administrators, Faculty, Staff, Students, and Alumni.**

We understand that this will take different forms throughout the University's varied structures—our schools, departments, programs, special committees, Staff Council and the University Senate—and we will embrace the challenge of finding the most effective ways that will keep moving us forward together.

**We recognize that authentically practicing these core values will sometimes place us in situations, internally and externally, where competing ideas about appropriate actions and policy choices may result in controversy and conflict. We are committed to having our choices and actions as a community be guided by these values.**