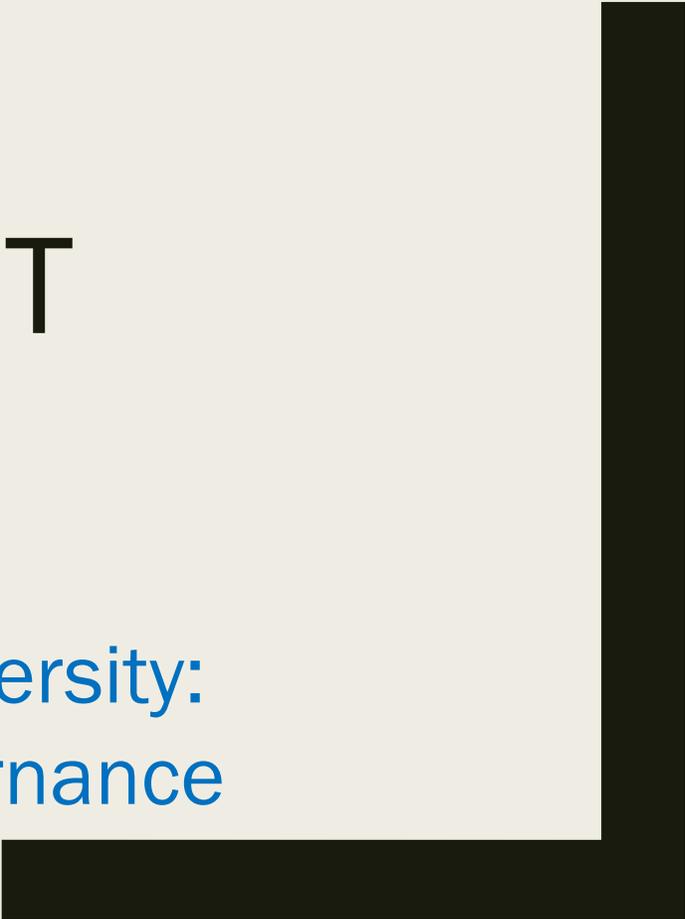




TASK FORCE INTERIM REPORT

CORE VALUES

Towards a 21st-Century University:
Culture, Concerns, and Governance



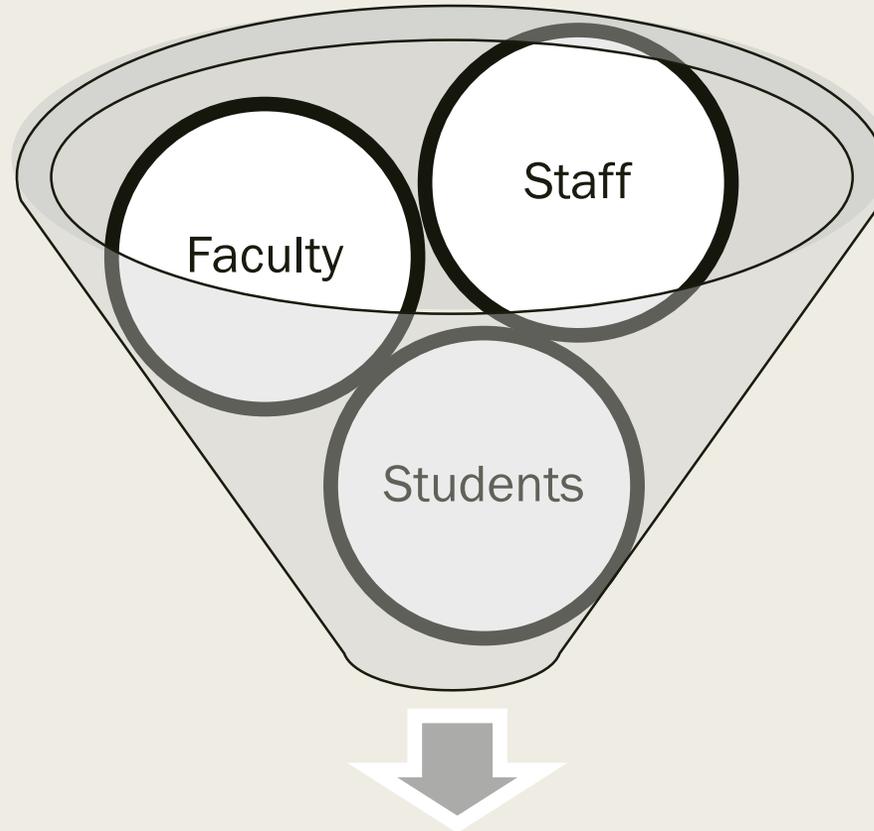
TASK FORCE RECOMMENDATIONS

Enhancing our Values and Culture

1. Rethink the Core Values of the university via an interactive process across the entire community—what the Trojan Family aims to be
2. Renew USC's culture through the introduction of the concept of a *responsible community member* who promotes adherence to the new Core Values

UPDATING OUR SET OF CORE VALUES

A University-wide process



Trojan Family Statement

How do we think of ourselves and how will we operate moving forward?

PRINCIPLES TO SUPPORT DEVELOPMENT OF NEW CORE VALUES

1. Mission as a University

2. Nature as an Organization

3. Needs as a Community

MESSAGING AND AWARENESS ABOUT THE CORE VALUES PROCESS

Significant support and involvement from leadership

Emphasize the long-term impact of the new core values

Considerations for greatest involvement in the process, online platform

- Allows us to reach the greatest number of employees
- Need to determine how to support accessibility for all employees
 - Healthcare, hourly, those without computer access

RESPONSIBLE COMMUNITY MEMBER

- We want people to be inspired to take responsibility for their adherence to the core values
- We recognize the importance of transparency and accountability
- Core values must be integrated into our processes, with strong awareness across our communities
- Follow-through in supporting the core values will be paramount

EMBEDDING THE CORE VALUES

- *Faculty Handbook*
- *Code of Ethics*
- *USC Policies*
- *Employee lifecycle*
 - Hiring
 - Annual review
 - Reappointment
 - Promotion
 - Discipline
 - Termination

TRACKING, MEASURING, REPORTING

- Increase awareness of new core values and our ongoing commitment to them
- Track important metrics and consistently communicate with the USC community about progress
- Promote positive changes and accomplishments
 - *Incentivize and recognize individuals, groups, communities that do well so as to provide models*
- Establish a **Campus Culture and Wellness Council** to be responsible for continued monitoring and refining our culture

VALUABLE OPPORTUNITIES

- We look forward to experiencing USC's community culture evolve as we move further into the 21st century

