CALS Purpose

To ensure resilience and health of our communities, people, environments, and economies locally, regionally, and globally.

Mission

- To educate students and communities in ways that enable their future success in the regional and global economies.
- To develop new knowledge and new technologies to benefit society.

Vision

To be the most important driver in Arizona's economy and the world's top college in 21st century agriculture, life sciences, and commerce.

Values

We value:

- **Trustworthiness** — we are honest and non-biased in our communications and committed to what we promise.
- **Practicality** — we focus on education, research and outreach with near-term value and application as well as long-term solutions.
- **Responsiveness** — we identify and respond to changing needs.
- **Relevance** — we promote ideas and productivity that create positive impacts.
- **Entrepreneurship** — we pursue initiatives, that include calculated risk, to deliver value.
- **Ingenuity** — we reward innovation.
- **Compassion** — we care about each individual’s and community’s circumstances, experiences and contributions.
- **Respect** — we expect professionalism and collegiality.
- **Pluralism** — we have formal delegated responsibility and authority and believe in faculty governance and collaboration.
- **Egalitarianism** — we are committed to an accessible education and broad-based research rather than academic elitism.
- **Diversity** — we embrace individual differences in thoughts, ideas, and actions, as well as personal experiences, histories, and perspectives.
CALS’ Communication Values

1. Listen to understand.
2. Look for areas of philosophical and strategic alignment.
3. Repeat what you heard and ask for clarity…especially when you think you disagree.
4. Offer productive suggestions and solutions
5. Ask for clarification if you need/want it
6. Approach discussion with kindness, compassion, and respect for each other.
7. Ask questions to understand others’ perspectives and to avoid making assumptions.
8. Discuss the issues, not the person.
9. Avoid triangulating, instead check existing assumptions with the facts, rather than simply expanding assumptions.
10. Be professional and honest with one another so that we can move through obstacles and make good decisions together.
11. Be authentic, if your “stance” isn’t genuine, the words won’t matter.
12. Listen for what’s new in the other’s thinking, not for the best time to jump in with your own opinion.
13. Help ensure transparency of information by discussing items of interest and of concern with the whole group.