

University Values Training Program

Objective

To educate and engage the university community in understanding and practicing the core values of diversity, honesty, respect, and fairness, ensuring these principles are embodied in all university activities and interactions.

Target Audience

- **Students**
- **Faculty**
- **Administrative Staff**
- **Senior Management**

Training Modules

Module 1: Understanding Our Ethical Values

- **Overview of Ethical Values:** Definitions and importance of diversity, honesty, respect, and fairness.
- **History and Importance:** How these values have shaped the university and their importance in fostering a positive academic environment.

Module 2: Diversity in Action

- **Interactive Workshops:** Role-playing scenarios and discussions to highlight the importance of diversity.
- **Guest Speakers:** Invitations to diversity and inclusion experts to provide broader perspectives.
- **Case Studies:** Real-world examples of diversity success stories and challenges within academic settings.

Module 3: Cultivating Honesty

- **Policies and Consequences:** Detailed overview of university policies on academic integrity, data transparency, and ethical research practices.
- **Practical Exercises:** Exercises designed to put honesty to practice in academic submissions, research data management, and administrative reporting.

Module 4: Practicing Respect

- **Respect in Communication:** Training on respectful communication techniques, including conflict resolution, active listening, and empathy.
- **Cultural Competence:** Understanding and appreciating cultural differences to enhance interpersonal interactions and institutional policies.

Module 5: Ensuring Fairness

- **Understanding Bias:** Workshops to identify and mitigate unconscious bias in decision-making processes.
- **Fair Practices:** Training on creating and implementing fair practices in grading, hiring, promotions, and administrative decisions.

Delivery Methods

- **In-person Workshops:** Hands-on sessions for practical application of theoretical knowledge.
- **Webinars and Live Sessions:** Regularly scheduled live discussions and Q&A sessions with experts.

Continuous Learning and Support

- **Refresher Courses:** Annual refresher courses to keep the university community updated on the latest developments in ethical practices.

Evaluation and Feedback

- **Feedback Surveys:** Post-training surveys to collect feedback and suggestions for improvement.
- **Impact Assessment:** Regular assessments to measure the impact of the training on university culture and practices.