Results of Values Discussion and Values Prioritization
Red Rocks Community College Conversation Day
October 16, 2012

Summary of the Group Discussions

In general people support the current set of five values but they want to clarify what the values mean in their work life at RRCC. However they also feel that a new set of values would better reflect RRCC today and provide better direction. Their discussion of value statements suggests an emphasis on the kind of environment they wish to foster and work within. It also suggests the kind of learning environment they want for our students and for their own development. The values brought forward from the groups suggest that people want to build community, both inside and outside. They want to connect, grow, and develop together along with the students who are our focal point.

In the group discussions the current values of Innovation and Teamwork were distributed across one current and three new values. Innovation can now be found as an aspect of Integrity but most typically the groups located it in the context of creativity, scholarship, or another developmental direction that involved Learning. Teamwork was subsumed under the broader value of Collaboration. The value of Diversity went in the opposite direction. Rather than being subsumed it was broadened to become the wider value of Inclusiveness. In addition to the current value of Integrity, the groups also carried Communication over to the new RRCC value set.

The following new set of five values emerged from the discussions on October 16th. The values are Integrity, Collaboration, Learning, Inclusiveness, and Communication.

Summary of the New Values and Values Priorities Indicated by the Working Groups

Integrity
The following is an unranked list of Integrity responses specified by the working groups.
1. Integrity (1st priority)
2. Integrity (1st priority)
3. Integrity with standards (1st priority)
4. Pride in craft (1st priority)
5. Operating with integrity (1st priority)
6. Integrity (1st priority)
7. Integrity (honesty, fairness, ethical, compliant with legal and professional standards) (1st priority)
8. Integrity (2nd priority)
9. Integrity (2nd priority)
10. Integrity (2nd priority)
11. Integrity (transparency in goals and methods) (2nd priority)
12. Accountability (3rd priority)
13. Caring (3rd priority)
14. Quality (3rd priority)

15. Transparency (3rd priority)
16. Integrity (3rd priority)
17. Transparency (4th priority)
18. Innovation/Efficiency (5th priority)
19. Dedication (5th priority)
20. Integrity (5th priority)
21. Innovation/Accountability (6th priority)
22. Responsibility (No priority assigned)
23. Integrity (No priority assigned)
24. Honor (No priority assigned)

The following table gives the prioritized weighted scores for Integrity responses.

Priority	Weight	# of Times Cited	Weighted Score
1	6	7	42
2	5	4	20
3	4	5	20
4	3	1	3
5	2	3	6
6	1	1	1
No Priority	0	3	0
TOTAL	-----	24	92

Collaboration
The following is an unranked list of Collaboration responses specified by the working groups.
1. Supportive environment (willingness to support each other) (1st priority)
2. Customer service, valuing people, students, and fellow staff (1st priority)
3. Customer service (1st priority)
4. Spirit of cooperation/collaboration (1st priority)
5. Student focused/service centered (1st priority)
6. Support/compassion/caring + communication + innovation (1st priority)
7. Teamwork ("Teams" or "Community"? (2nd priority)
8. Cooperation (2nd priority)
9. Teamwork (2nd priority)
10. Collaboration with respect (2nd priority)
11. Collaboration (teamwork + community) (2nd priority)
12. Collaboration/Cooperation (2nd priority)
13. Teamwork /Communication (3rd priority)
14. Collaboration (4th priority)
15. Collaboration and teamwork (4th priority)
16. Trust and empowerment (5th priority)
17. Innovation (includes collaboration with the community) (5th priority)
18. Trust (5th priority)
19. Charity (6th priority)
20. Teamwork (6th priority)

21. Respect/Trust/Innovation (6th priority)
22. Helpfulness (No priority assigned)
23. Customer service (No priority assigned)
24. Commitment (No priority assigned)
25. Customer service (No priority assigned)

The following table gives the prioritized weighted scores for Collaboration responses.

Priority	Weight	# of Times Cited	Weighted Score
1	6	6	36
2	5	6	30
3	4	1	4
4	3	2	6
5	2	3	6
6	1	3	3
No Priority	0	4	0
TOTAL	-----	25	85

Learning
The following is an unranked list of Learning responses specified by the working groups.
1. Education (1st priority)
2. Engagement in life-long learning (1st priority)
3. Passion for learning(1st priority)
4. Creating opportunity for success (1st priority)
5. Civic involvement (2nd priority)
6. Leadership (2nd priority)
7. Quality/Innovation (2nd priority)
8. Innovation (proactive creativity) (3rd priority)
9. Legacy (3rd priority)
10. Joy (3rd priority)
11. Dedication to students (3rd priority)
12. Innovation (3rd priority)
13. Innovation (4th priority)
14. Creativity with implementation (4th priority)
15. Progressiveness (growth and change) (4th priority)
16. Creative innovation (4th priority)
17. Innovation/Scholarship (4th priority)
18. Innovation (5th priority)
19. Innovation (5th priority)
20. Fun (5th priority)
21. Innovation (5th priority)
22. Scholarship (6th priority)
23. Love of learning (No priority assigned))
24. Risk-taking (No priority assigned)
25. Initiative (No priority assigned)

26. Community connection (No priority assigned)
27. Adaptability (No priority assigned)

The following table gives the prioritized weighted scores for Learning responses.

Priority	Weight	# of Times Cited	Weighted Score
1	6	4	24
2	5	3	15
3	4	5	20
4	3	5	15
5	2	4	8
6	1	1	1
No Priority	0	5	0
TOTAL	-----	27	83

Inclusiveness
The following is an unranked list of Inclusiveness responses specified by the working groups.
1. Action, excellence, and tolerance (1st priority)
2. Inclusiveness (1st priority)
3. Diversity/Understanding (1st priority)
4. Respect (1st priority)
5. Embracing diversity (1st priority)
6. Community (1st priority)
7. Inclusion (2nd priority)
8. Respect (diversity; balance; compassion for self, co-workers, and students; morale) (2nd priority)
9. Inclusiveness (3rd priority)
10. Inclusiveness (3rd priority)
11. Inclusiveness (replaces diversity) (3rd priority)
12. Diversity/Inclusiveness (3rd priority)
13. Adaptability (inclusion, acceptance, accommodation, reconciliation) (4th priority)
14. Quality/Diversity (4th priority)
15. Diversity/Respect (4th priority)
16. Diversity (4th priority)
17. Diversity (5th priority)
18. Inclusiveness (5th priority)
19. Inclusiveness (5th priority)
20. Equality (No priority assigned)
21. Respect (No priority assigned))

The following table gives the prioritized weighted scores for Inclusiveness responses.

Priority	Weight	# of Times Cited	Weighted Score
1	6	6	36
2	5	2	10
3	4	4	16
4	3	4	12
5	2	3	6
6	1	0	0
No Priority	0	2	0
TOTAL	-----	21	80

Communication

The following is an unranked list of Communication responses specified by the working groups.

1. Communication (unconstrained exchange of information & ideas) (1st priority)
2. Communication (1st priority)
3. Meaningful, considerate communication (1st priority)
4. Communication (1st priority)
5. Communication and teamwork (2nd priority)
6. Communication (3rd priority)
7. Communication (3rd priority)
8. Communication (3rd priority)
9. Communication and teamwork (4th priority)
10. Active communication (4th priority)
11. Communication (4th priority)
12. Dialogue (5th priority)
13. Communication (5th priority)
14. Consistency (No priority assigned)

The following table gives the prioritized weighted scores for Communication responses.

Priority	Weight	# of Times Cited	Weighted Score
1	6	4	24
2	5	1	5
3	4	3	12
4	3	3	9
5	2	2	4
6	1	0	0
No Priority	0	1	0
TOTAL	-----	14	54

One of the major themes if not the major theme that emerged from our discussions was the need to clarify what the values mean in our work life at RRCC. As a start to such clarification, the following values statements use the language of the participants to further elucidate how we should put the values into practice at RRCC.

Red Rocks Community College values Integrity. This value is expressed when we:

- Are in compliance with legal and professional standards;
- Exhibit honesty, fairness, and ethical behavior;
- Take responsibility for our work and are accountable to our internal and external stakeholders;
- Are transparent in our goals and methods;
- Care about the quality of our work and actively pursue innovation and efficiency in what we do.

Red Rocks Community College values Collaboration. This value is expressed when we:

- Strive to create a supportive environment for our students and for each other;
- Work together outside of our immediate unit or division to improve student academic success and development;
- Demonstrate that we value people, especially students and our co-workers, in our working relationships;
- Engage in teamwork that is based on trust, empowerment, and respect.

Red Rocks Community College values Learning. This value is expressed when we:

- Demonstrate a passion for life-long learning and develop this in our students and community;
- Create learning opportunities for our current and future students through community involvement and connection with external stakeholders;
- Dedicate ourselves to scholarship and professionalism that creates innovative and creative learning environments for students, the community, and ourselves;
- Develop and deliver engaging learning opportunities that promote student growth as a whole person: intellectually, through their career, and through the development of personal abilities such as adaptability and initiative.

Red Rocks Community College values Inclusiveness. This value is expressed when we:

- Develop procedures and programs that weave diversity throughout the daily work of the college;
- Demonstrate respect for differences among students and within the community in all we do as a college;
- Expect students to share that same respect and communicate that expectation to them often, both in and out of the classroom;
- Develop our students' and our own abilities to recognize and engage with human differences through understanding and inclusion rather than withdrawal and exclusion.

Red Rocks Community College values Communication. This value is expressed when we:

- Practice meaningful, considerate communication with our students and with each other;
- Whenever possible seek opportunities for an unconstrained exchange of information and ideas through dialogue that is timely, respectful, and appreciative of others;
- Give appropriate feedback in a way that makes room for others' perspectives and encourages rather than constrains continuing dialogue;
- Purposefully build our ability to communicate effectively as part of working and learning with others.

The next step will be to invite our students to review our values. We will also ask students, faculty, and staff to review and renew our Mission and Vision. One group on October 16th already developed and suggested the following new Mission statement.

> *By connecting to the community, RRCC provides life-long learning opportunities that foster student success.*

For questions or comments about this report, please contact Dr. Tim Griffin, Executive Director of Planning, Research, and Institutional Effectiveness at 303.914.6615 or Tim.Griffin@RRCC.edu.