

# MORaine VALLEY COMMUNITY COLLEGE

## Eight Expectations of College Staff



*First introduced to the college community during 2001, President Crawley's basic expectations for professionalism among all faculty and staff are listed here.*

I	<p>Individuals in our organization must be team players. <b>Team players:</b></p> <ul style="list-style-type: none"> <li>• Express their opinion but know when a decision is made, they must be on board.</li> <li>• Bring a point of view to discussions; may disagree, but are not disagreeable.</li> <li>• Are loyal to the organization; this organization has no place for backbiting.</li> <li>• Willing to accept change.</li> </ul>
II	<p>Individuals in our organization should be risk-takers. <b>Risk-takers are:</b></p> <ul style="list-style-type: none"> <li>• Willing to try new things.</li> <li>• Logical in approach.</li> <li>• Those who do not go off in all directions.</li> </ul>
III	<p>Individuals in our organization should be self-starters. <b>Self-starters are:</b></p> <ul style="list-style-type: none"> <li>• Not individuals who can just get things done, but individuals who can get things done well.</li> </ul>
IV	<p>Individuals in our organization must be <b>positive, upbeat, optimistic</b> and able to <b>set a vision</b> for his/her area. Note that:</p> <ul style="list-style-type: none"> <li>• Strong, well-developed interpersonal skills are extremely important.</li> <li>• Negative individuals are not good for any organization.</li> </ul>
V	<p>Individuals in our organization must be <b>focused on students</b>, student learning, and <b>student success</b>. Remember:</p> <ul style="list-style-type: none"> <li>• Our only reason for being is our students.</li> <li>• Before anything is done, ask the question: How does it benefit our students?</li> </ul>
VI	<p>Individuals in our organization must understand that <b>communication</b> is an essential ingredient of <b>effective leadership</b>. This means that:</p> <ul style="list-style-type: none"> <li>• There must be open dialog with staff.</li> <li>• Communications must be up, down, and across the organizational spectrum.</li> <li>• There must be respect for one another in spite of disagreements.</li> </ul>
VII	<p>Individuals in our organization must be able to <b>get along with people</b>. To do so, individuals must:</p> <ul style="list-style-type: none"> <li>• Deal with people if you are going to be successful.</li> <li>• Approach relationships and problems in terms of the present rather than the past.</li> <li>• Accept people as they are, not as one would like them to be.</li> <li>• Have the ability to listen to those you know well, but also to those you do not appreciate, as well.</li> </ul>
VIII	<p>Individuals in our organization must understand that the use of <b>power, control and ego must be avoided</b>. Realize that:</p> <ul style="list-style-type: none"> <li>• Our organization is built around decentralized governance and collaboration.</li> <li>• There is a need for individuals to reach across divisions and departments to make the governance model work — the expectation is that this will occur.</li> </ul>

As we move forward—toward becoming a truly learner-centered, world-class college—I expect that all employees, individually and collectively, will work according to these expectations and communicate them to others in the organization. Thank you, in advance, for your efforts.

Vernon O. Crawley  
President