

University of Wisconsin-Madison
Days of Listening & Discovery
1-2 May 2003

Individual Values

Individual values appear below recorded by session and, to protect privacy, by a participant code (session number + Agizmo@ number). Personally identifying characteristics have been removed. When participants labeled values as personal (Aself@), related to their immediate learning or work environments (Alocal@) or related to the campus as a whole (Acampus@), this information precedes the value to which it applies. Each participant was asked to share a single value with others at his or her table. Where marked (e.g., with an asterisk, arrow, circle), the number of the value sent forward appears in parentheses to the right of the participant code.

Session 1

1101

Self: Open-minded, people-oriented

Campus: Energy of campus environment; satisfying work environment; good reputation - world known

Local: Latitude

1102

Self: Leader, take responsibility, leader in campus community

Local: Latitude, can do many different things

Campus: Diversity, opportunities to do many different things

1103

I value professional sharing in the workplace

I value encouragement toward ongoing intellectual and professional development

I value utilizing my professional expertise on and off campus as well

1104

Opportunities to help students

Fun people to work with

Cosmopolitan atmosphere

1105

Self: Pride in professional skills and sharing them and helping people with them

Local: Work with good people - satisfying to accomplish things in such a large place

Campus: Campus as a valued place with a great history

1106

Self: Sense of self as a professional

Local: A good place to develop professionally

Campus: Physical facilities

1107 (3)

Self: Knowledge gained from experience

Local: Having independence and authority required to do job well

Campus: Being in a learning environment

1108 (1)

Self: Communicate with and support others

Local: Support from supervisor and staff

Campus: Being involved with cutting edge science

1109

Self: I value the service I provide to my profession, my school and my students

Local: The physical environment (view out the window) and the open, hardworking, respectful and flexible co-workers I have

Campus: The Wisconsin Idea and all it embodies

1110

She feels her work is important; People on campus are doing important work (committed, remarkable, pride)

Her work improves the campus community; Lines of communication open (can call on anyone to help serve students)

She feels her center has good support and good feedback financially and verbally from clients, parents, faculty and staff

1111 (3)

Local: Grassroots student government - lot of learning goes on there

Self: Organizing activities and works Aundercover@ - people don't expect it and it=s effective

Campus: Libraries are awesome - appreciative to have opportunities outside the classroom

1112 (3*)

Self: Can-do attitude

Local: Accessibility to people and resources

Campus: International/cosmopolitan nature of UW; Working with people in transition and anxious to grow and learn*

1113

Long association with campus and campus culture

Supportive faculty and staff

Beauty and quality of UW-Madison

1114 (1)

Self: A good teacher

Local: Is trusted to work independently according to own judgment

Campus: Being able to participate in governance at campus level

1115 (1)

She contributes to her field

Selected people in the environment contribute to her success

Campus interactions are valuable

1116

Can contribute positively, feel a part of the community

Supportive people

Opportunities that exist: people; music, concerts; medical opportunities

1117 (2)

Self: Has learned academic staff role and how to interact with faculty - has learned to frame job as service to students and faculty

Local: Department leaders are not arrogant, open to input from academic staff, encouraging of academic staff

Campus: Administration is beginning to make an effort to listen

1118

Self: Dedication to campus in the face of adversity

Local: None

Campus: Richard Davis

1119 (1)

Feels she can and does contribute to the educational mission of UW
Autonomy and flexibility to do her job
The commitment to the pursuit of understanding and knowledge

1120 (2)

Campus: Fostering relationships between individuals
Local: Trust and respect between faculty and staff
The extraordinary diversity and learning opportunities

1122 (1)

Desire for lifelong learning and continuous growth
Support and encouragement to seek out and take part in new opportunities
Limitless possibilities/opportunities/networking and people you've met

1123 (1)

Self: Loyal to the UW campus community
Local: Respect from others and others valuing my input
Campus: I really like the students, the aliveness and the vibrancy of the
campus; Dedication to the campus community

1124 (2)

Self-esteem, loyalty
Worthiness
Gentleness

1125 (3)

Impact others= lives
Work together as team
Belonging to campus

1126

Vision, bravery, leadership
Resources, expertise, brain-power, diversity (interact with faculty, students,
and staff)
Less hierarchical structure, less top-down control

1127

Self: My role as teacher
Local: Great students - cooperative interaction
Campus: Level of expertise on campus

1128 (2)

Expects dedication from self to campus
Likes a safe environment and helping to provide a safe environment for others
Likes the atmosphere of campus environment

1129

Opportunity to share perspectives
Value having access to excellent resources; people - the best of the best
Access to the best - reputation of the UW - best, opens doors

1130 (2)

Individual growth in a diverse environment
ASaving@ history through an ever-learning process
A learning environment which allows growth

1131 (2)

Being able to share her expertise with all, having the resources to do this
An inviting location that is comfortable, enjoyable, so that you want to work
with others/all
Technology that is and people who are the best of the best - If not found

here, we can get it because of our size, quality and reputation

1132 (3)

Importance of service
Maintenance and existence of high-quality academic environment
Trust and respect

1133

Bringing people together in a common cause
Contributing to an effective team - effective teamwork
Community/university partnership

1134 (1)

Having impact on people
Dealing with challenges
Bright and interesting people

1135 (1)

Ability to lead by listening
Freedom to do things that will help the institution
Flexibility to take on many different roles

1136 (1)

Mentoring for others in the workplace
Freedom
Listening/Sounding board

1138 (2)

Openness
Evolutionary, dynamic nature of environment
Nature of UW-Madison as a multi-disciplinary community working on a common task

1139 (1)

Doing worthwhile work
Joy in using skills
Living in a culturally and educationally rich community

1140

Self: Willing to get involved and try lots of things
Campus: Opportunity to interact with lots of different people which opens you to learning from peers

1142 (3)

Values mentoring and helping students
Values good camaraderie at workplace - can be yourself
Values the breadth and decentralization of academics; Values all the different approaches to a variety of issues from academics to professional development

1143

Self: Helping people get data in order to improve services
Local: The knowledge and competence of colleagues
Campus: The culture of independence, but yet these various sectors come together to make a viable institution

1144 (1)

Self: Being authentic - no barriers between relationships with students, staff or faculty
Local: Changes in process, instituting positive changes and connections across units
Campus: Beautiful campus

1145

Appreciates open, collaborative, non-hierarchical work environment
Likes 9-5 work hours
Diverse opinions are accepted

1146

Role as facilitator for students and staff to support academic needs
Reinforcement, both when things go well or fail
How well campus - (people and resources) are used

1147 (1)

Access to cultural events

1148

Making an impact on my program
Friendly team with recognition
Social and educational opportunities

1149 (1)

Self: Ability to network and draw connections for students and campus organizations
Local: Support and friendliness among co-workers; Having my own personal space
Campus: Having numerous opportunities including social, educational and personal development

1150

Self: Like independence
Self: Want to make a difference
Campus: Physical location of campus is a plus

1151

Student values individualism, and notices how people act differently in groups, which reinforce traditional cultural biases
Her attitude is energetic self-advocacy and, I think, she believes success stems from that

1152

B no values recorded B

1153

Self: I fight for what I believe is right
Local: Workplace is respectful, supportive, and diverse
Campus: Supportive community

1154

Self: Improve student services
Local: Quality of the work environment - competency and cooperative coworkers
Campus: Working with world-class faculty

1155

Self: To do my best to be a team player and achieve the goal of the campus
Local: To be friendly and accepting of differences
Campus: Acceptance and friendship

1156

Openness, acceptance of others (and hopefully vice versa)
Collaboration/cooperation
Encompasses all - make the most of everyone=s strengths

1157 (3)

Respectful

Co-workers = A great allies@
Good effort at having discussions like these

1191 (2)
Visible impact on services studied
A challenging and satisfying work environment
Interaction with fascinating people and diverse student body

1192 (1)
Facilitate others= success
Satisfaction in continuous improvement
Capacity to positively shape students= lives

Session 2

2130
Experiences to contribute
Open and accepting environment
International and cultural diversity

2158 (1)
Connecting pieces of a larger picture
Independence and flexibility
That most people work hard to do the right thing

2163 (1)
Self: My diverse experience
Local: The limited freedom to be creative
Campus: The capacity and capability of my students

2171 (3)
Self: Willingness to be involved
Local: Ability to work independently
Campus: Strong connection with faculty and administrators (access)

2173 (3)
Good work
Creating a supportive, friendly environment
Share information, communication

2174 (2)
Is a good teacher
Appreciates her students and cares about their learning
Likes being friends with co-workers and all people on campus

2182
Self: Border-crossing bridge builder
Local: Paid to do what I am passionate about
Campus: Energy and activism

2193

Self: Predisposed to question status quo
Local: Autonomy
Campus: Lots going on

2194

Self: Operating in smooth, organized way
Local: Support and community of co-workers and students
Campus: Physical beauty of campus

2197

The campus goals on improvement
The high level of mutual respect in the work environment

2198 (2)

Self: Values the opportunity to interact with students and provide the support, encouragement or information necessary to help them achieve their educational goals and enhance their experience on campus
Local: The opportunity to be in an educational environment and constantly exposed to new ideas and information
Campus: The campus=s commitment to diversity

Session 3

3101

Self: Growing-up years and university
Local: People examining themselves
Campus: Address climate for all

3102 (3)

Optimism - I am an optimist
Helping others - being in a position
Courage to take on difficult issues

3103 (3)

Self: Commitment to diversity
Local: Respect for one another and the non-judgmental nature of university community
Campus: Breadth of disciplines - students contribute to original knowledge

3104 (2)

Providing best I can, feeling respected
Importance of environment that is well cared for to support learning

3105 (2)

Self: Resourceful, energetic, interpersonal relationships; Good advisor and good supervisor (ability to work through difficult situations); Making connections on campus, outside my direct work environment
Local: Accepting - non-judgmental, honest, supportive, respect - empowered, family-flexible, personal relationships
Some wonderful people here (strong relationships), great students, more opportunities

3106 (2)

I am a creative person
Helpfulness of others and flexibility
The people resources

3107

Loves physical environment and people around campus
Value other people and try to bring out the best in others
Serve needy students

3108

Self: Desire to participate and be active in campus events and work/decision-making groups
Local: The opportunities for networking
Campus: Ability to make informal contacts (the Lakeshore path, etc.)

3109

Ability to have input into things
Broad experience
Access to different cultures

3110

Opportunity to share wisdom and experience as a community resource
Chance to operate Aoutside the box@ of our primary relationship
(faculty/staff/student) with the UW
Welcoming campus environment

3111 (1)

Contribute to success of future students
Positive, supportive atmosphere
Beauty, relaxed atmosphere of campus

3112 (1)

Contribution to comfort and safety on campus
Safety
Happiness

3113 (2)

Connections with others within campus community
Ethics - trust those above are making the best decisions that are student-focused
Energy! Opportunities! Synergetic! Students are active

3114 (3)

Self: Willingness to take on new projects, look for new needs to fulfill
Local: Constantly gaining, improving new skills; Growing personally;
Flexibility
Campus: Stability in keeping job

3115

Judgment valued
People involvement
Safe climate

3116 (2)

Self: Offer a different perspective
Local: Feel appreciated
Campus: Collaborative (even in high-performing, world-class discipline)

3117

Recognition for efforts is important
Helpful and cooperative co-workers
A big campus has something for everyone - subgroups with common interests

3118

Self: Education received with respect of faculty and staff, seeing students as individuals

Local: As alum - political advocacy - input for future direction of state and UW

Campus: UW-Madison affects the quality of life throughout the whole state - most far-reaching are the sports programs - projecting the concept of the Wisconsin Idea

3119 (3)

Fairness for all

Freedom of intellectual thought

UW-Madison and its improvement in climate and diversity

3122 (2)

Drive to learn more

Livable hours

Special options

3123 (2)

Opportunity to be surrounded by students and staff

Students keep me on my toes

Engaging community

3124 (2)

Always willing to learn more

Ability to participate in various things on campus

The many courses on campus available, especially non-credit

3125 (3)

Local: Ability to do it his own way

Campus: Openness of the campus

Self: Sense of humor and honesty

3126 (3)

Self: Ability to move to new workplaces and bring learnings from previous work area (classified)

Local: Constantly evolving

Campus: Autonomy of divisions to tailor services to best meet customer=s needs

3127 (3)

Open-mindedness

Opportunity to learn

Diversity in people and thinking

3128 (3)

Self: My role is important to the health of the organization

Local: Professional and friendly

Campus: Quiet pride/internalized pride

3130 (3)

Have an impact on improving school since 80=s

Appreciation for working for a great institution

Professionalism

3131 (1)

Local: To be Useful

Diversity (age or experience); respect and friendliness

Values her work in SOAR

3132 (1)

Work can help make a positive difference; help people

Congeniality and respect
Diversity; Quality and excellence

3133

Self: Non-bureaucratic - does not get involved with office politics and others have told him they appreciate that aspect of him

Local: College of Engineering has funding for office space and any needed equipment

Campus: He likes seeing so many people who are passionate about what they do - they will overcome barriers; Any night of the week, there are lectures, etc. to go to

3134

Very creative and loves the university; Is given the opportunity to do what she does best

Very intellectual office; She=s given the opportunity to do what she does best without question

Values how intellectual and stimulating the campus is

3135

Self: Values experiences and training and ability to reach out to others

Local: Ability to participate and be involved

Campus: Values progressiveness and commitment to improving the campus climate

3136

Self: Enjoy learning about life through volunteer service and student organizations - growth and involvement and learning - advocating for student groups

Local: Enjoy diversity of people - knowledgeable, involved

Campus: Opportunities that UW-Madison, city provide

3137 (1)

Self: Institutional memory

Local: Respect for faculty/staff from Deans and Assistant Deans

Campus: Physical beauty of the campus

3138

Attempt at diversity

3139

Collaboration and teamwork

Commitment to the common cause of student success

Tangible and meaningful recognition of effort and achievement

3140 (1)

Free honest expression of thoughts and ideas; Excellent feedback from work and education

Caring, nurturing environment and culture for all employees, especially classified

3141 (2)

Self: Valued, respected, well-known professional

Local: Flat structure in work group

Campus: Beautiful environment, underlying goodwill on campus

3142 (1)

Networking

Feeling part of the mission to educate

Always changing - potential large, if will to change is there

3143 (3)
Colleagues across campus with differing energies, backgrounds, ethnicity and ideological difference
Networking and connections
Electric atmosphere - so many possibilities

3144
Respect
Diversity
Being listened to/heard; Laughter, thank-you=s

3145 (3)
Self: Teaching component of job
Local: Collegial involvement
Campus: Midwest work ethic

3146 (3)
Self: Motivated, honesty
Balance caretaking and supervising
Respect values of others (e.g. older professors) and foster respect for self

3147 (1)
Self: Connection-builder, mediator, brings people together
Local: Dynamic, always changing
Campus: Opportunities for all campus constituents

3148 (1)
Advocate
Work with students
Affords students opportunities to do what they want to do

3149 (2)
Self: Ability/opportunity for broad involvement in committees, seminars
Local: Equality - Colleagues regardless of job title
Campus: Physical beauty - gardens, walks, etc.

3150 (3)
Peer mentoring; Teamwork
Fair treatment amongst all; Balance people and tasks
Continue, sustain learning for ALL!

Session 4

4101 (3)
Self: Value self as a woman Hispanic Assistant Professor - campus needs a voice like mine
Local: Freedom of expression and thought
Campus: Extraordinary teachers and researchers in spite of climate

4102
Making a difference on campus
Dealing with people
Taken steps toward listening

4104
Self: Voice has an impact on job and campus
Local: Openness and honesty - everyone can be heard; Free to work within a framework - autonomy
Campus: The attempt to have all voices heard and valued

4105 (1)
Self: Great resource for staff
Local: Value people

Campus: Heart of Madison

4106

Self: Opportunity for self-expression

Local: To be able to serve a broad spectrum of the community

Campus: That UW is taking steps to become more diverse

4112

Self: Citizen of the community

Local: Have opportunity to make an impact; Civility and respect; Have a voice

Campus: Lifelong learning

4113 (2)

Self: Strong values of Social Justice, respect and equality

Local: Ability to express identity as member of gay family with kids

Campus: Energy and passion of students for progressive change

4114 (2)

Self: It=s important to be a bridge between students, faculty and staff at all

levels - you value the opinions of everyone and try to make them heard

Local: Intellectual freedom and independence is important - you feel trusted to do your job

Campus: You value the opportunity to interact and collaborate with anyone and everyone on campus and the opportunity to tap into everyone=s expertise

4115 (1)

Self: Great resource for students and staff

Local: Value co-workers

Campus: Infectious environment of higher learning

4116 (1)

Self: As a white student working on diversity she is a positive role model and can personally be an exception to the rule

Local: Consistently high level of skill or ability on professors= and staff=s part; Very capable co-workers - high level of intellect

Campus: Amount of resources and support available (if you seek them out)

4122 (1)

Self: Set of important skills that contribute to work environment

Local: All co-workers: boss, peers, those who report to me (360 degrees)

Campus: Learning environment - lectures and library

4123 (3)

Self: Commitment and enthusiasm

Local: Independence to inquire, do

Campus: Madison environment - campus, city, geography, schools, etc.

4124

Self: Care for welfare of others makes identity known

Local: Range of opportunity - potential for growth

Campus: Opportunities for personal growth

4125

Self: Competent/good at getting along with others, compassionate, knowledgeable

Local: Value challenging work, the goals of the university and my colleagues

Campus: A source of community - the people

4126 (2)

Self: Creating the concrete system out of a Afuzzy@ idea

Local: Always stimulating and interested

Campus: So much that=s interesting goes on

4127 (3)

Self: Connecting across units/campus

Campus: Learning, growing - diverse groups, ideas, opportunities

Local: Feeling supported by leadership

4133

Self: Competent and resourceful

Local: Flexible, helpful

Campus: Interesting and dynamic work environment

4134 (2)

Self: Honesty, trustworthy, hard-working, respectful

Local: Office dynamics - camaraderie, everyone gets along and works together - makes transitions go more smoothly

Campus: Shared sense of campus pride - diversity, variety of activities and opportunities available

4135 (1)

Self: Strive for excellence

Local: Positive, honest relationships

Campus: Exciting, interconnected place to work

4136 (2)

Self: Work ethic, honesty, hard-working

Local: Dynamic

Campus: Diversity

4137

Self: Ability to see bigger picture of campus

Local: That my supervisor and colleagues value me

Campus: That it is mostly a non-elitist environment - most powerful people do not take themselves too seriously

4138 (2)

Self: Opportunity to make links with other members of campus community

Local: Diversity - people you interact and work with are diverse in job backgrounds, roles, and ethnically and racially

Campus: Exciting, invigorating - so much going on, always changing, never in a rut

4145

Self: Helping students

Local: Flexible schedule

Campus: Eclectic environment

4146 (2)

Self: Positive attitude, facing change positively, positivity

Local: Reaching out to others

Campus: Excellence

4147 (3)

Diversity of perspectives (valuing)

Flexibility in work environment
People working hard to make good things happen

4148 (3)
Self: Passionate commitment to common mission
Local: Co-workers are bright, dedicated
Campus: Variety, diversity

4149 (3)
Self: Making a difference
Local: Loves being around youth
Campus: Eclectic environment

4150 (2)
Energy and drive
Independence
Resources

Session 5

5101
Efficiency
Competency
High grasp of professional material

5102
Self: Broad perspective
Local: Collaboration, respect, support
Campus: Open-mindedness

5103
Bring a broad holistic perspective; Ability to speak the truth about difficult issues
Has a good set of principles and vision of how to serve and support students
Broad diversity of intellectual ideas and perspectives; The location;
Wisconsin Idea

5104
Expressing beliefs by behavior (walking the walk)
Speaking out beliefs
Opportunities that Madison has capabilities of providing

5105
Surrogate parent in dorm
A break room decorated with trash discarded by students
Statue of Lincoln

5106
Campus: World-class pride
Able to contribute and be recognized
That I am allowed to contribute

5107

Self: Bringing people together from many different perspectives to work together on an interdisciplinary project; Training leaders

Local: Many opportunities; Colleagues

Campus: Broad research strengths; Many opportunities; People are willing to help others

5108 (1)

Local: Level of self-determination - autonomy

Local: Flex work schedule

Local: Allowance for creative use of time

5109 (2)

Self: Is a good representative of classified staff (i.e., makes a good impression on behalf of classified staff)

Local: The collegiality among all unit staff regardless of title

Campus: UW=s history and reputation

5110 (3)

Do things in respectful and affirming way - belief in others= ability to change

Personally nurturing environment; Appreciative, validating and supportive workplace

Empowerment, shared governance - opportunities for grassroots efforts

5111

Educator

Opportunities to learn about others of different cultures and lifestyles

Opportunity to hear others= ideas and opinions different from my own

5112

Self: That I do make a difference

Local: Working with intelligent people

Campus: Working at a world-class university

5113

Good communicator, facilitator, inclusive

Climate of doing a good job - working in center of wealth of knowledge - expertise in people

Prominence of campus - research - new knowledge

5114 (3)

Self: Innovativeness

Local: Support to try new ideas

Campus: Wealth of personal intelligence and creativity

5115

Self: Questioning the status quo

Local: The wonderful people I work with and their concern with education

Campus: Sifting and winnowing tradition, constant search for truth

5116 (3)

Self: Open-mindedness

Local: Listening

Campus: Cultural diversity; Respect range of experience

5117 (1)

Self: Combining science with social justice

Local: Respect (mutual) of colleagues

Campus: Diversity of opportunities

5118

Self: Commitment to development of colleagues; Welcoming of new ideas, energy and enthusiasm; Willing to take risks
Many resources, variety of resources; Diversity of programs, opportunities for learning
Commitment to personal balance

5119

Helping students
Understanding work responsibilities and sources of authority
Being able to have opinion heard

5122 (1)

Ability to listen and hear; Respect
Support
Sharing

5123

Campus: Value my director and co-workers

5124

Self: Having a voice
Local: Autonomy
Campus: Inclusiveness

5125

Self: Being a resource
Local: Respect, courtesy and inclusion
Campus: Activities and opportunities available to all

5126 (1)

Treat everyone the same - giving respect
Teamwork, open discussion without concern, have fun
Importance of collaboration and how we all connect

5127 (1)

Respectful
Listened to by temporary administrator
Good boundaries - during registration

5129 (2)

Self: Helping meet needs of other students
Local: Separate committees come together to do better work
Campus: Friendly

5130

Self: Flexible and adaptable leadership; creates a good environment for team
Local: Being leader of hardworking team with excellent role-models internal to group
Campus: Interaction with organizations and individuals enriches campus experience

5131 (2)

Speaking my mind
Campus commitment to harassment complaint follow-up

5132

Self: Collaboration, multi-cultural, helping others
Local: Independence to do the job well
Campus: Work ethic

5137

The student I interviewed feels that she belongs on the UW-Madison campus

5139 (3)

Self: Use your knowledge as a force to improve things
Local: Different things happen every day and you get to do a variety of things
Campus: Learning opportunities that are available to staff

5140

Profound attachment and commitment to the campus
Collegiality, warm feeling of togetherness
Campus feels like home

5141 (1)

Belonging
Takes effort to connect

5142 (3)

Self: Ability to be passionate yet rational
Local: People who work there care about what they do, are passionate and engaged
Campus: Work ethic

5143 (2)

Self: Even though she is an undergraduate student, she feels she learns more in work environment here on campus
Local: Learning is valuable
Campus: Involvement in campus is readily available

5144

Self: Knowledge
Local: Independence
Campus: Impact

5145 (3*)

Variety of work; get to be creative
Not stuck in office, opportunities for networking
Effective communication with staff and students*; Sense of humor; Work ethic

5146

Respect in the workplace

5147 (1)

Having a lot of latitude
Proud of UW worldwide reputation

5148 (2)

Self: I respect and embrace people from different ethnic groups, employee groups, etc.
Local: The self-respect it has engendered in me
Campus: Diversity

5149

Opportunity to be involved in a diverse setting

5150 (3)

Value the environment in which we work; office where you can close door;
athletic facilities

Appreciate intellectual atmosphere

Manager doesn't micromanage