



Every workplace has its own culture - beliefs, traditions, values, and ways to get things done. At DU, there are many things that contribute to the University culture, including the events that bring us together as the University community.

The first common vision that brings all DU community members together is the **focus on students**. Bringing excellence to our students' experience is a primary goal of all University employees. This applies in the classroom, of course, but also in all the other areas where students receive support - from advising, registration, and financial services to support services both within departmental offices and by those departments that support the people and functions that directly affect the DU student experience.

Another theme of the work environment at DU is **decentralization**. Different departments, academic divisions, and colleges each have their own specific culture that is demonstrated through internal standards, recognition, events, dress code, and interpersonal relationships. These may be written down, but are more likely understood without being written down and are not generally formally communicated.

Innovation and responsibility go hand in hand with decentralization. Without layers of bureaucracy governing each action, program or initiative, units within the University can be more responsive, innovative and nimble in addressing student, program and employee needs and interests. Along with this ability comes responsibility for actions and outcomes. Working together with knowledgeable colleagues and coworkers - both within your department and in other areas of the University - will help ensure success.

Our common **vision and goals** are the glue that holds our community of many cultures together. At the University of Denver, our culture is steeped in ethics and social responsibility. As a result, our faculty and students represent a wide array of perspectives and enjoy the healthy dialogue that grows out of diversity. For all their differences, the members of our community are united by a common purpose: They're determined to confront society's most pressing challenges— everything from world health and the global economy to access to education. The University of Denver will be a great private university dedicated to the public good. In all that we do, we strive for excellence, innovation, engagement, integrity and inclusiveness.