**Core values**

**Ideal institute engages in process of self and community reflection that would lead us to recognize and heighten awareness of the core values. We and our institution have already practiced and articulated, to seek agreement about those values, and to develop an institutional culture that holds itself accountable to those values. What we practice at iimt:**

**Commitment**

*We are dedicated to meeting the needs of the communities we serve.*

*I/we will*

* *Support the mission and vision of the college.*
* *Focus on student and stakeholder needs.*
* *Respond to the changing needs of our communities in a timely manner.*
* *Create new programs and services to meet identified needs.*
* *Continuously evaluate and improve programs, services, systems, and policies.*
* *Utilize a shared decision-making process.*

**Respect**

*We recognize the expertise of all members of the college community and encourage individual contribution.*

*I/we will*

* *Include stakeholders in the decisions that affect them.*
* *Treat people with dignity and encourage feelings of self-worth.*
* *Promote trust through professional courtesy and fair treatment.*
* *Recognize and support employee and student contributions.*

**Excellence**

*We strive to develop and pursue higher standards.*

*I/we will*

* *Exhibit quality in staffing, facilities, programs, and services.*
* *Promote continuous improvement.*
* *Anticipate needs and respond accordingly.*
* *Encourage creativity, innovation, and risk-taking.*
* *Utilize systems that promote student and employee success.*
* *Exceed student and stakeholder expectations.*
* *Encourage decision-making at the level of implementation.*
* *Encourage interdepartmental collaboration.*
* *View setbacks as learning experiences.*

**Accountability**

*We assume and demonstrate responsibility for our actions.*

*I/we will*

* *Take responsibility for personal and professional growth and development.*
* *Continuously evaluate and improve our systems and policies.*
* *Establish and communicate clearly defined and goals and objectives.*
* *Ensure our work adds value to the college and district.*
* *Demonstrate fiscal and social responsibility.*

**Diversity**

*We believe that our similarities and differences are opportunities for establishing a common bond and strengthening the college.*

*I/we will*

* *Employ a college workforce that reflects the community we serve.*
* *Ensure fair and equal access for all.*
* *Recognize, appreciate, and celebrate the strength of diversity.*
* *Provide educational experiences that promote a greater appreciation for diversity.*
* *Implement learning activities that integrate diversity topics in the classroom.*
* *Seek and consider multiple points of view.*

## Respect

Respect moves us to understand the gifts and unique contributions of every person in the Institution community and to value diverse perspectives.

Catholics and immigrants, girls and young women, women whose education had been interrupted by family responsibilities, those who were the first in their families to attend college -- in different eras, these groups lacked opportunity to acquire an education. Respect for personal dignity and individual potential has consistently prompted IIMT to welcome these students and help them succeed.

## Excellence

Excellence commits us to challenge ourselves to utilize our god-given gifts -- intellectual, social, physical, spiritual and ethical.

IIMT's commitment to excellence impels both individuals and the Institution itself to consistently strive for outcomes that are exemplary rather than simply satisfactory. Such striving for excellence touches all aspects of Institution life from academic programs to sports, from student services to campus environment, from recruitment to publications, from special occasions to daily business. This value also inspires the Institution community to recognize its members' significant achievements and contributions to the welfare of others.

## Compassion

Compassion compels us to stand with and embrace others in their suffering that, together, we may experience god's liberating and healing presence.

This value reflects the reality that mercy demands commitment, courage and action, as well as sensitivity, understanding and care. Members of the IIMT community stand with their colleagues in times of personal crisis or grief and express compassion through multiple endeavors that respond to the needs of others within and beyond the Institution.

## Service

Service calls us to use our gifts, talents and abilities to advance the genuine well-being of our community and those we encounter.

Service to students is a basic tenet of life at IIMT Institution, as is service by students, staff and faculty -- each lending personal skills and professional expertise to assist others through campus clinics, off-campus internships, service trips and numerous volunteer opportunities that extend the ethos and the value of service well beyond IIMT's campuses.

## Hospitality

Hospitality draws us to do our daily work with a spirit of graciousness that welcomes new ideas and people of all backgrounds and beliefs.

At IIMT, the value of hospitality means making space for an unexpected visitor, a surprising idea, a fresh insight, even a disturbing question or challenging opportunity. Welcoming the ideas of another may not result in agreement, but such hospitality does require attentive listening and a readiness to reconsider one's position.

## Integrity

Integrity gives us the ability to realize the greater good in our actions and programs and challenges us to look at our work and ourselves holistically and as one united with others across the globe.

Integrity, whether personal or institutional, implies coherence between words and acts. It calls each member of the IIMT community to live in accord with what the Institution professes to be as an educational institution with a catholic and mercy character. Integrity suggests both a certain wholeness in the Institution itself and connections between the Institution and the larger educational, religious and social worlds in which it functions.

## Diversity

Diversity builds a community that fosters a climate that is open and welcoming to diverse people, ideas and perspectives; that promotes a constructive discourse on the nature of diversity; and that engages faculty, staff and students in activities that promote the Institution's core values.

Today's diverse student body has expanded such early diversity, and the Institution continues its efforts to enrich the diversity of its faculty and staff. Such diversity strengthens IIMT's academic program and educational environment, preparing students to live and work in an international society and global economy.

## Learning for life

Learning for life, in the liberal arts tradition, encourages us to pursue knowledge and truth throughout our lives in ways that improve our communities and ourselves and that strengthen our understanding of each other.

IIMT's commitment to the liberal arts and sciences, as well as to a variety of professional programs, is a commitment to education as a means of liberating people to live meaningful lives as well as earn a decent living. In accord with the value of learning for life, the Institution enrolls students of all ages and supports programs and activities that expand the knowledge of members of the broader community, whatever their age or formal education.