

Patrick Gamble, President  
Phone: (907) 450-8000  
Fax: (907) 450-8012  
Email: ua.president@alaska.edu




UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

202 Butrovich Building  
910 Yukon Drive  
P.O. Box 755000  
Fairbanks, AK 99775-5000

## MEMORANDUM

DATE: March 30, 2012

TO: University of Alaska Employees

FROM: Pat Gamble, President 

RE: University of Alaska Values and Code of Conduct

I want to take a moment to articulate a set of UA System common values. UA's mission statement provides: *The University of Alaska inspires learning, and advances and disseminates knowledge through teaching, research, and public service, emphasizing the North and its diverse peoples.* It shall remain the shared goal of all UA employees to advance this mission in an ethical, safe, and effective manner in accordance with regulations appropriate to the task that also enhance clarity and accountability.

Toward that end, I propose a draft employee code of conduct for your review, which we would adopt as a University Regulation. I've sent this draft to all elected governance leaders, chancellors and others for input as well. Please send any comments you may have to your governance leadership; they will provide their feedback on the proposed regulation to me by May 1, 2012.

Under this code, we shall:

**1. *Conduct ourselves with integrity and high ethical standards.***

We are expected to understand and comply with all laws, regulations, and policies related to our work. Specific UA policies and regulations make clear the kind of employee conduct that enhances the University's mission accomplishment. These policies and procedures can be found at: <http://www.alaska.edu/bor/policy-regulations/>. A Code of Conduct that I propose to adopt as regulation is attached. It outlines how we all will comply with Regents' policy. It also provides examples of employee conduct and performance that fail to meet the UA standard and are therefore unacceptable.

University of Alaska Employees  
March 30, 2012  
Page 2

**2. *Treat members of the public and our University community with professional respect and courtesy.***

As members of the UA institution, we are each expected to fulfill our obligations toward students, colleagues, and the community fairly, respectfully, and professionally, being mindful of individual rights and the University's mission.

**3. *On behalf of our students and their success at UA, perform our functions as employees to the best of our abilities.***

The character of UA is ultimately derived from the actions of its members, especially its employees. As members of a well regarded institution of higher learning, we must promote a culture of excellence, continuous improvement, and then act accordingly in the best interests of our students and the university community.

**4. *Take the individual initiative to continuously improve our knowledge, skills, and abilities as employees of Alaska's university system.***

Each of us is responsible for regularly taking stock of our work-related skills. We must seek out ways to stay on the leading edge of our career fields. That is our chosen way to fulfill UA's mission and reach the System's full potential.

**5. *Cooperate, Coordinate, and Collaborate with our colleagues as the very best path to effective teamwork, because that is how you build a winning team.***

UA is a highly complex and geographically dispersed organization. Disparate groups with common purposes exist at every level starting with our three separate universities. Natural forces at work will always tend to form silos. Silos don't move. Teams working together form bigger teams. Teams move...good teams win!

Thank you for your effort.

PKG

Attachment (draft Code of Conduct R04.07.040)