



**St. Vincent College (Arts and Commerce)
Pune -411037**

CORE PERSONAL VALUES

Integrity

Complete honesty and sincerity is expected from everyone in all situations. Avoid all conflicts leading to unproductive outcomes. Trust and open communication are the foundation of healthy relations.

Respect for Others

Each person is treated with respect and dignity. Criticize only ideas—not people, and share responsibility. There is no room for abusive language or arrogance in relationships with others.

Passion for the Welfare of the College

Each person will adopt the mission of the college and passionately pursue the overall interests of the College, while maintaining fairness to all individuals. Personal advancement at the expense of others is discouraged and cooperation is expected.

Patience and Understanding

Each person will listen constructively, keep an open mind, and take the time to understand with empathy before reaching a conclusion. Effective teamwork depends on the confidence that others care and are willing to take the time to listen.

Openness to Change

Continuous improvement requires openness to change, even though this causes temporary inconvenience, inefficiency, and risk of failure. St. Vincent College (Arts and Commerce) will constantly strive to innovate and improve in every area.

CORE INSTITUTIONAL VALUES

Quality and Continuous Improvement

St. Vincent College (Arts and Commerce) will strive for quality in its functioning and strive for continuous improvement, will measure its progress with appropriate standards.

Student Learning and Student Development



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The college is a student-centered institution. It will strive to provide educational experiences of exceptional quality and a student environment that provides for healthy personal holistic development.

Institutional Integrity and Community

St. Vincent College (Arts and Commerce) will strive to develop long-term relationships based on honesty, fairness, and respect. It will further strive to provide a safe environment that supports freedom of inquiry, protects diversity, and fosters a sense of well-being.

Institutional Agility and Entrepreneurism

St. Vincent College (Arts and Commerce) will strive to minimize bureaucracy, cost, and institutional inertia in all forms. It will further strive to accept appropriate risks in pursuit of opportunity.

OUR COMMITMENT

A. To meet 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.

RESPECT

B. To respect 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.



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- Promote trust through professional courtesy and fair treatment.
- Recognize and support employee and student contributions.

EXCELLENCE

C. To strive to develop excellence 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.
- Encourage decision-making at the level of implementation.
- Review setbacks as learning experiences and implement required amendments.

ACCOUNTABILITY

D. To be Accountable 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 goals and objectives.
- Ensure our work adds value to the College.
- Demonstrate social responsibility.

DIVERSITY

E. To foster similarities and differences which are opportunities for establishing a common bond and strengthening the College.



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I/We will

- Ensure fair and equal access to 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 in the classroom.