

Principles of the Bryn Mawr College Workplace

In keeping with the Mission Statement of the College, the Plan for a New Century states that “one of Bryn Mawr's greatest distinctions as a residential college is its commitment to building community.” The Plan emphasizes that “within this highly participatory environment, Bryn Mawr sustains a culture which teaches and models integrity, which embraces individuality and independence of mind, while fostering a sense of belonging to the whole.” The Plan also stresses that “the College's ability to achieve its educational mission depends fundamentally on the people who constitute its day-to-day community — students, faculty and staff.”

The success of the College is dependent both upon the success of individuals at every level and upon our ability to relate to and interact effectively with one another in a community that the Plan describes as “grounded in principles of fairness and mutual respect.” We must “be vigilant in our commitment to communicate with one another across all levels, openly and honestly.”

To realize these ideals, we must each actively re-examine and clarify our responsibilities as members of the Bryn Mawr community. All of us assume our own responsibilities and support others in assuming theirs. We do not have equal power or the same role at the College, but we all have an equal right and an equal obligation to contribute to making Bryn Mawr a productive working environment. Those in leadership positions must facilitate and support the institutional structures and the people for whom they are responsible, and all members of the community must participate constructively in the ongoing work of building and maintaining the quality of life and learning at the College. We must work together to foster the principles according to which we build a community that encourages learning, teamwork, innovation, and outstanding performance at all levels. Bryn Mawr College culture should be based upon principles of:

- Integrity
- Honesty
- Mutual respect and dignity within a diverse community
- Fairness
- Open communication and cooperation

Embracing these principles should support a culture where members of the community:

- hold ourselves and each other accountable for upholding these principles;
- strive to perform at the highest levels of our potential; and
- accept stewardship responsibility to help ensure the enduring success of Bryn Mawr College.

By accepting and fostering these principles, we allow trust to grow naturally, while creating opportunities for everyone to derive pride, satisfaction, and enjoyment from their contributions to the College's mission.