To: All Staff
From: Chris Filstrup

Administrative Council has reviewed Director's Council and other staff tallies. The vote tallies are attached: 1) Director's Council; 2) staff excepting Director's Council; 3) all staff. The boxes to the left of the values are vote totals. If you lay all three side by side, you can compare the two votes and the final totals. The individual values are ordered by the final vote totals so that you can compare the tallies. 72% of staff voted, a good turnout.

Since the original list of values included strings of diverse values under one heading and overlap among different values, we simplified the values and tried to bring similar values under single headings. We also moved a couple of values to a "goals" status for later discussion. The resulting synthesis is the fourth attachment   I believe it reflects a broad consensus among all staff, and I am submitting it to Director's Council for further discussion. In this attachment I explain changes from the original list.

Next steps. On Wednesday, Director's Council will discuss the synthesis. I hope that discussion will show that we are ready to write a one to two sentence description of each value. I will charge small groups of Director's Council members with this task. If possible, I'd like to stick to a format in which a single word is followed by a brief statement. Director's Council and Administrative Council will review these statements in mid-April. We then will hold an all-staff meeting to discuss the full statement.

I would like to move on to setting goals, but we can return to the values statement as needed; certainly once a year.

ValuesDirCncl.doc   Valuesstaff.doc   Valuesallstaff.doc   Values synthesis.do