Duke

Guiding Principles

TRUSTWORTHINESS
- Demonstrate high integrity, truthfulness and ethics
- Ensure words and behaviors are consistent and reflect the highest ethical standards
- Listen and speak with honesty, openness and respectfulness
- Keep promises and follow through on commitments

RESPECT
- Regard, value and recognize the needs and perspectives of others
- Ensure actions, decisions and policies promote equity
- Regard and value contributions and recognize accomplishments
- Display interest in and contribute to others’ well-being

DIVERSITY
- Take full advantage of the rich backgrounds and abilities of all
- Recognize and value differences
- Seek inclusiveness
- Consider and honor differing points of view

LEARNING
- Work, learn and strive for excellence together, sharing successes and mistakes
- Expect and encourage continuous learning
- Create opportunities for individual and group learning and learning that crosses organizational boundaries
- Recognize that no one has all the answers

TEAMWORK
- Foster positive work relationships through inclusive, team approach
- Create environment for stretching beyond what was thought possible
- Seek input and involvement of those affected by decisions
- Accept responsibility and accountability
- Place team goals above personal goals

Duke’s excellence is inextricably linked to the success of its workforce. To attract, develop and retain a highly skilled, diverse and committed workforce, we need a culture that encourages and values individual and team contributions and provides rewards and recognition that support our common endeavors.

Trustworthiness, respect, diversity, learning and teamwork are the hallmarks of the Duke Guiding Principles. As a senior leadership team, we commit ourselves to these guiding principles, and we ask you to join us.

Richard H. Brodhead
President

Tallman Trask III
Executive Vice President/Treasurer

Peter Lange
Provost

Victor J. Dzau
Chancellor for Health Affairs and CEO, Duke University Health System