

Central Michigan University

Leadership Standards

At Central Michigan University, our strong sense of community drives a collaborative culture of excellence and leadership that makes CMU a top-choice place to learn and work.

Central is a place where we value students and work for their success, where we act as family, and where employees are engaged, appreciated and have extraordinary opportunities to make a difference.

We intentionally maintain and strengthen the hallmark CMU culture that sets us apart from our peers. CMU leaders model the following traits and develop them within their teams.



Team Builders

CMU leaders genuinely care for others, are available and approachable, and work in a framework of we. We acknowledge our limitations and mistakes and freely ask for help. We value each team member and combine humility, strength, fairness and consistency. We foster strong, diverse teams through respect, trust, collaboration and inclusivity, creating a sense of belonging and celebrating success. We value professional and personal development and lifelong learning.

Thoughtful, Open Communicators

CMU leaders are good communicators and encourage this from others. We present the truth openly and helpfully, in clear, concise, consistent and timely fashion. We share directions, assignments, decisions, feedback and general information. We foster dialogue and value others' opinions. We listen attentively and solicit input from many sources, particularly those who will be impacted by decisions and those with opposing views.

Service-Oriented

CMU leaders are dedicated to meeting the expectations and requirements of internal and external constituents, including students, faculty, staff, visitors and community partners. We obtain firsthand information and use it to improve processes, support and interactions, and to deliver the best possible service experience.

Proactive, Responsible and Accountable

CMU leaders act with integrity, "walk the talk," work hard, seize opportunities and step up to take on new responsibilities and challenges. We know CMU's success is everyone's responsibility. We welcome and learn from constructive feedback, are accountable for our actions and hold others accountable. We pursue innovative and creative solutions and seek ideas from others.

Courageous and Effective

CMU leaders take stands. We manage conflict as opportunity for improvement and provide timely, actionable feedback. We lead with a sense of urgency and decisiveness and use goals and tasks as stepping stones. We embrace change and uncertainty with confidence and openness. We take reasonable risks. We respect everyone, always. We stay composed and help others to stay calm. We skillfully negotiate tough situations, finding common ground to settle differences and maintain relationships.

Focused on Students and Passionate about Central Michigan University

CMU leaders demonstrate a **One CMU** mindset by putting CMU's overall needs, priorities and service to students above that of the individual or unit. Our decisions uphold the needs of the entire university and its students. We embrace Maroon and Gold, understand that it is a privilege to work at CMU, and demonstrate pride, belief and excitement in CMU's impact.