

MISSION

Juniata's mission is to provide an engaging personalized educational experience empowering our students to develop the skills, knowledge and values that lead to a fulfilling life of service and ethical leadership in the global community.

LEADERSHIP PHILOSOPHY

SERVICE – Our primary role is to understand and support the mission of the College. We serve students, visitors, and each other with enthusiasm and our best effort.

LEADERSHIP – Each of us leads by example, is empowered to be a leader, and is ready to accept the leadership of others. As leaders we encourage new ideas from each other and also find them at other institutions. We set high standards for ourselves and the team we lead. We are given appropriate authority and responsibility and are accountable for results.

PRODUCTIVITY – Each of us contributes to Juniata's improvement by giving our best effort on those things that are most important to the ultimate success of the College. We suggest goals, solicit suggestions, and actively participate in establishing departmental and personal stretch objectives within the parameters of Juniata's Strategic Plan.

SUPPORT – Each of us has the responsibility to positively support and empower others. We strive to let others know they are appreciated and we respect their work/life balance. We understand and advocate for the resources our teams need to achieve success.

ETHICS – We are honest, ethical and open in all that we do for Juniata.

RESPECT – We are receptive to differences between people, places, and ideas, acknowledging that we operate in a global community.

AMBASSADORS – We understand that what we do on and off campus reflects upon the image of the College.

SELECTION – At Juniata we select employees with great care. We strive to select and promote skilled, talented, diverse and optimistic individuals who will help Juniata succeed. Out-source providers are held to these same standards.

EVALUATION – Each supervisor is required to do a fair evaluation. Not only do we expect to be evaluated, we are willing to adjust our efforts in order to improve our performance. Through the evaluation process and other efforts we help every employee know that they are important and valued.

COMPENSATION – Within our resources Juniata actively strives to compensate each employee reasonably and to ensure that our compensation programs are fair to all employees.

LIFELONG LEARNING – The College provides many professional development opportunities and each of us is responsible for taking advantage of these opportunities and encouraging others to do the same.

RISK – In order for Juniata to succeed we need to take risks. We are encouraged to do so and understand that occasional failures are ways to learn and ultimately to improve.

ENVIRONMENT – We strive to create a positive work environment where people are appreciated and conflicts are resolved in a respectful manner. We celebrate Juniata and each other's achievements.

SAFETY – We are committed to providing a safe learning and working environment. We recognize safety as a responsibility shared by all members of the campus community.

SUSTAINABILITY – We understand that the College and the earth's resources are limited and accept responsibility for seeking and implementing sustainable solutions.

FUN – We strive to have fun, find ways to let others know that they are appreciated, and actively take part in the life of the College and the communities in which we live.