

Linköping University – fundamental values

1 Background

The development of the university's fundamental core values was one of the priority choices laid down in the plan of operations for 2019-2021. During this work, a common understanding of the fundamental values for operations at LiU has been worked out, based on the governmental fundamental values, the academic fundamental values, and the specific values developed during the lifetime of LiU, which is approaching 50 years. Regulations and policy documents have been examined and extensive work carried out to identify and discuss dilemmas faced by researchers, teachers, technical and administrative personnel, students and doctoral students. Defining the fundamental values of LiU is a never-ceasing process that cannot be said to have been completed with the publication of the final report (Ref. No. LiU-2022-01902). The work will be carried over into normal operations at LiU.

2 Fundamental core values

2.1 Academic values

LiU shares with other universities the fundamental values that characterise tasks and viewpoints in *the academic world*. This means, for example, that LiU's co-workers contribute to academic quality using methodological rigour, a wealth of perspectives, and academic collegiality. It also means that the co-workers freely choose research topics with academic freedom and integrity, without restrictions from any political, economic or ideological interests.

2.2 Governmental fundamental values

LiU is a *government* agency, and thus operations at LiU are also based on the *governmental values* of democracy, legality, freedom of opinion, objectivity, respect for all people's equal value, freedom and dignity, and efficiency and service.

2.3 LiU-specific values

In addition to academic values and the governmental fundamental values, other values are specifically nurtured at LiU, in its role as institution of higher education. From the very foundation of the university, right up until the most recent expression in LiU's Vision 2030, innovation and creativity have been given a prominent place among our values. During the work with LiU's fundamental values and the workshops that led to the formulation of Vision 2030, three important conditions required for an innovative and creative environment have been identified: credibility, trust and security.

It is crucial for all our operations that the university is seen to be *credible* and worthy of trust. This is the case not only for the reporting and dissemination of research results and evidence-based knowledge, but also with respect to students and co-workers, present and prospective.

The presence of *trust* in the organisation enables co-workers on an individual level to work in an open climate, and express their opinions in their professional roles without the risk of negative consequences. At the group level, trust means a shared conviction that it is safe to take interpersonal risks in the group, and that the communication is characterised by confidence and respect for different roles. Trust at the level of the organisation describes the fact that the management and governance take an approach that directs trust in the ability of the organisation to work based on different qualifications and unique traits.

An organisational culture characterised by *security* is one that provides space for individuals and groups to express their opinions, to air new ideas, pose questions, and be creative. A culture characterised by security contributes to working groups functioning well and thriving. Such a culture also creates favourable conditions for learning and adding to knowledge, while operational and individual goals are achieved.

3 Relational values

In order for the fundamental academic values, the governmental fundamental values and the LiU-specific fundamental values to be expressed in LiU operations, healthy collaboration and good relationships between co-workers and students are required, together with conditions that promote respect and transparency in these operations. The following principles for such relational values should apply at LiU:

Principles of respect

- *Show respect for others*: Treat other people in a manner that takes their values and interests seriously.
- *Show respect for other professional roles*: Base actions on the idea that everyone at LiU works together and that everyone is needed.
- *Show the same respect to all*: Act to ensure that the operations are inclusive and free from all forms of discrimination, harassment and victimisation.

Examples of behaviour that conflict with these principles for respect are the creation of hierarchies that prevent everyone making their voice heard, actions that discriminate against certain groups or individuals, and allowing the interests of one group to take precedence over those of another without justified reasons.

Principles of transparency

- *Ensure that others understand decisions taken:* When making decisions, ensure that the decision and its grounds are available and understandable for those who will be affected by the decision.
- *Ensure that others understand the organisation:* When designing operational units, ensure that the structure and its grounds are available and understandable for those who work within the organisation and those affected by it.
- *Use the available transparency to understand the surroundings:* When taking decisions or communicating with others, use the available information about decisions, and about the organisation and its grounds.

Examples of behaviour that conflict with these principles are a failure to take the interests and values of others seriously by limiting, without justifiable reasons, the availability of information, and a failure to find discover the needs of other co-workers and students.

4 Interacting professional roles

4.1 Fundamental values encompass everyone

Everyone at LiU works together, in different roles and based on different requirements. The focus of one's work may change, depending on the various roles and the particular requirements faced in everyday life by the people who hold these roles, but co-workers and students have a joint responsibility to defend and develop the fundamental values – academic, governmental and LiU-specific – of the whole university. By illuminating the collected fundamental values of LiU from the perspective of various roles, LiU wants to make visible the contributions made by all to the common operations, and in this way lay the foundation for increased respect and transparency.

4.2 Teachers and researchers

Acting in harmony with academic values means that teachers and researchers are to contribute in a respectful and transparent manner to a straightforward, open and free dialogue of the objective reality being studied, the methods and arguments being used, and the problems and opportunities being faced by the university. Teachers and researchers are to satisfy the requirements placed on scientific endeavours by the principles of research ethics.

Acting in harmony with the governmental fundamental values means that teachers and researchers are to study and follow in a respectful and transparent manner currently valid regulations and agreements, and contribute to a dialogue such that they always can be experienced as appropriate. This also means that teachers and researchers promote academic freedom in a respectful and transparent manner, and in a manner that takes into consideration the governmental fundamental values.

Acting in harmony with LiU-specific values means that teachers and researchers are to contribute in a respectful and transparent manner to LiU continuing to be an innovative and creative institution of higher education. It also means that they contribute to creating credibility, trust and security in the university operations.

4.3 Technical and administrative personnel

Acting in harmony with academic values means that technical and administrative personnel are to promote in a respectful and transparent manner academic values that are compatible with the execution of their work tasks and the governmental fundamental values.

Acting in harmony with the governmental fundamental values means that technical and administrative personnel are to act in a respectful and transparent manner that can be justified from the principles of the governmental fundamental values. It also means dealing with the differences of each individual case in a manner that ensures the rule of law.

Acting in harmony with LiU-specific values means that technical and administrative personnel are to contribute in a respectful and transparent manner to LiU continuing to be an innovative and creative higher education institution. It also means that they contribute to creating credibility, trust and security in the university operations.

4.4 Students

Acting in harmony with academic values means that students are expected in a respectful and transparent manner to work to ensure a vital, open, democratic and inclusive student life, without any forms of abuse or harassment. It also means that students take responsibility for the direction, planning and execution of their studies.

Acting while taking the governmental fundamental values into consideration means that students are expected to demonstrate an understanding of the governmental fundamental values. It also means being familiar in a respectful and transparent way of the available information relating to the regulations that govern studies, with respect to both rights and obligations. Students are also expected to be familiar with decisions taken by the government agency, and use the opportunities available to file a petition if they oppose a decision.

Acting in harmony with LiU-specific values means contributing in a respectful and transparent manner to LiU continuing to be an innovative and creative higher education institution. It also means that students contribute to creating credibility, trust and security in the university operations.