<table>
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<th>DEFINITION</th>
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| **COLLABORATE:** To achieve excellence in services and programming, Students Affairs professionals must collaborate by:  
- effectively utilizing resources;  
- cooperatively working with others;  
- building and maintaining lasting relationships and community;  
- being open to change and diverse ideas;  
- practicing mutual respect;  
- creating synergy across the division and the university;  
- balancing service with operating procedures and policies;  
- learning to appreciate the duties and responsibilities of others.  | **Objectives of Excellent Collaboration for Services**  
- A shared vision for success  
- Effective use and access of university facilities and resources  
- Clear pathways for achieving goals  
- Networking is valued  
- Awareness of available resources  
- Problems are approached as opportunities  
- Services are provided in a non-threatening and secure environment  
- Exhibit positive attitudes that support collaborative learning and productivity  | **Objectives of Excellent Collaboration for Programming**  
- Academically, socially and personally developed  
- Effective use and access of university facilities and resources  
- Participant input is valued in program design  
- Reflection of the UTSA mission, vision and values  
- Diverse perspectives are sought and valued  
- Culture of networking  
- Integrated programs |
| **CREATE:** To achieve excellence in services and programming, Student Affairs professionals must create unique and innovative experiences by:  
- recruiting individuals who are passionate about student success;  
- taking risks;  
- working to reduce obstacles;  
- building stability through our daily actions;  
- researching new trends;  
- fostering creative, safe and welcoming opportunities;  
- assessing and analyzing results;  
- encouraging input across the division;  
- challenging the status quo.  | **Objectives of Excellent Service Creation**  
- Encourage exploration of personal Paseos  
- Develop character, accountability and responsibility  
- Positive memorable experiences  
- Innovation is valued and supported  
- Consistent assessment and evaluation  
- Simplified and streamlined services  
- Cultivation of leadership skills  
- Continually evolving services  
- Accept challenges as opportunities  | **Objectives of Excellent Program Creation**  
- Constantly evolving  
- Innovation is valued and supported  
- Authentic learning encounters  
- Cultivate leadership  
- Positive memorable experiences  
- Plan and forecast for needs assessment  
- Multiple processes and diverse perspectives explored  |