



# JWMI Faculty Charter

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## **JWMI Faculty Mission**

JWMI faculty members create an enthusiastic and highly engaged learning community. We set, maintain, and clarify rigorous expectations for student performance, model the Welch Way principles, and promote the immediate application of learning. The faculty stretch students to succeed in school and achieve their professional potential in order to make JWMI best in class for MBA programs.

## **Values and Behaviors**

1. Generosity: Believe in our students
  - Focus on student success
  - Coach and mentor
  - Engage with compassion and understanding
  - Offer candid feedback
  - Instill confidence
2. Speed: Be quick to act and react
  - Manage student performance
  - Find innovative ways to connect with students
  - Adapt to individual student situations
  - Address student questions and concerns
3. Execution: Do it once, do it right
  - Motivate students to apply and share learning each week
  - Provide clear and complete student performance expectations
  - Provide candid and timely feedback
  - Anticipate student questions and concerns
4. Team: Get every brain in the game and celebrate
  - Focus on continuous improvement
  - Collaborate for program and student success
  - Celebrate great faculty performance
  - Celebrate student learning by doing

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## Guiding Principles

1. JWMI students choose our program because of the Jack Welch brand. We honor Jack and our students' best when we encourage them to practice and live out the principles and behaviors we teach. "Teach on Monday, practice on Tuesday, and share with class their experience on Friday." (Mission/Values)
2. Adult learners have complex lives. We make decisions that exemplify consistency, compassion and justice for all students at all times. (Dignity/Integrity)
3. Students express their enthusiasm for our program by actively engaging each term and eagerly anticipating future terms. Their perception of value is directly linked to the relationship they have with their instructor. (Voice/Dignity)
4. Great course content will not overcome poor instruction. Faculty relentlessly focus on superior instruction and continuous improvement. (Mission/Values)
5. Our goal is to develop our students so they are successful in the program and in their careers. We support and coach them to maximize their potential for personal and professional success. (Generosity Gene)
6. Students will not develop unless they receive candid information regarding their performance. We provide fair, accurate and constructive feedback that helps students stretch for excellence. (Candor, dignity and differentiation)

## Key Stakeholders

JWMI Faculty Key Customers include:

- Students and their families
- Students' current and future employers
- JWMI staff and administration
- JWMI programs – JWMI faculty members are ambassadors for the JWMI programs and promote growth, continuation and awareness.

## Faculty Acknowledgement

I \_\_\_\_\_ have read the JWMI Faculty Charter and agree to uphold its mission, values, and behaviors as long as I am a member of the Jack Welch Management Institute.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_