

Core Principles/Aspirational Values/Ethical Emphases of Payap University

Approved by PYU Board of Trustees (11 September 2010 (2553))

Revised according to New Strategic Plan (2555-2559 (2012-2017))

Payap University Principles for Ministry

These five principles are the fundamental faith and philosophical principles that inform and inspire everything that we do at Payap University. They flow out of our Christian foundation and undergird our mission statement and our motto *Truth and Service*. They include our statement of *Desired Graduates* (ethical hearts, society's servants, academic excellence, develop international competence) and our vision of Developing World Citizens.

(For each core principle, I list the principle as approved by the board first, and then add a description and 3 key aspects of each core principle that we use in teaching staff and students.)

1. Transformation Toward Authentic Peace (*shalom*)

We believe God has created and called Payap University to serve society.

We work for the “kingdom of God,” that is for authentic peace (*shalom*) for every level: for individuals, faculties/units, for Payap University, for Chiang Mai Province, for communities and societies, for the nation of Thailand, and for the world.

We value sustained growth and development because it is essential for everyone.

Principle 1 Peace Transformation toward True Peace

In a world that is changing rapidly Payap people pursue true peace—we pursue change that leads toward the best for all members of the human community; this means that we are visionary, proactive, and live in a win-win way.

- **Visionary:** Payap people share a vision or common goal of true peace which is peace that is found in joyful relationships and justice; we are people who have formed a habit of beginning with the end in mind—living based on goals formed after reflection.
- **Proactive:** Payap people choose love rather than “victimism.” We refuse to view ourselves as victims; we are people who have formed a habit of using our freedom to make creative and constructive choices even in challenging situations.
- **Live win-together:** Payap people seek good for everyone through practicing building love bonds (love-based relationships) and reducing fear bonds (fear-based relationships). We approach conflict and potential conflict with hope that there are enough resources for

everyone and that resources can be shared and expanded for the good of the whole community. We increase capacity for creative conflict resolution through the habits of prayer/meditation and appreciation.

Payap University does not change just to change. Payap's primary goal is to increase real peace (shalom) in the world in individuals and in community, where love (according to I Corinthians 13) and justice are the foundation. All decisions are made with the goal to increase real peace. Payap people also consider their own personal goals and pursue real peace in their lives.

Payap people increase peace by responding to all of life's situations with hope and creativity—returning good for evil, so that we become peacemakers (Matthew 5:34). We practice appreciation and prayer/meditation to increase our capacity to remain creative during conflict.

2. Faithful Stewardship (Oversight)

We believe that God's will is for us to be responsible to care for the things God has created.

We use and develop all our resources (individual and communal) in ways that are responsible, valuable, productive, and sustainable.

We care for people as whole persons, that is, their bodies, their thinking, their communities, their emotions, and their spirits.

We care for and protect the environment in the best possible ways.

Principle 2 Stewardship Faithful Stewardship

In a world highly impacted by human actions Payap people use and develop all our resources (individual and communal) in ways that are responsible, valuable, productive, and sustainable.

We care for people as whole persons, and we care for and protect the environment. This means we focus on being holistic, sustainable, and always developing.

- **Holistic:** Payap people care for whole persons and the whole environment by forming the habit of thinking and acting systemically or holistically.
- **Sustainable:** Payap people are thrifty & use resources responsibly; we form the habit of "investing" by using resources productively rather than wastefully.
- **Developing:** Payap people enjoy life-long growing and learning through forming habits that strengthen spiritual, emotional, social, environmental, and physical health.

3. Service through Vocation

We believe that God has given gifts and called each person and community to a vocation of service to society.

We develop servant leaders who serve the world joyfully and effectively.

We seek our vocations by discovering our identities, developing our talents and our passions to meet the needs we see in our communities on a foundation of righteousness and virtue.

(We find the place where “our great gladness and the world’s great hunger meet.” *Frederick Buechner*)

Principle 3 Service Service through Vocation

In a world full of need, Payap people listen to and learn with our neighbors about their real needs and root causes of problems; and we seek transformation as we work with them joyfully and generously to meet their needs using our gifts (our passions and talents) and discovering and developing everyone’s gifts in the process.

- **Gifts:** Payap people discover and develop our passions and talents so that we may serve others joyfully and generously. We serve in partnership and help to discover and develop the talents and passions of those we serve so they are strengthened to meet their own needs.
- **Needs:** Payap people listen to our neighbors and learn about our community’s needs. We look for root causes to problems, and we acknowledge our own needs and our own participation in problems.
- **Generous service:** Payap people joyfully work with our neighbors to meet real needs with everyone’s passions and talents. We also seek to address root causes of problems, and find creative solutions together, so that we help bring about real transformation in the process.

4. Build Trust through Truth which is the basis for “academic excellence.”

We believe “all truth is God’s truth” and only truth will last.

We practice principle-based ethical leadership that is honest and transparent.

We build trust by seeking truth together with our students through academic excellence and life-experience excellence.

We value academic and research freedom.

Our teaching and research are done in accordance with the highest ethical principles and standards of competence.

Principle 4 Truth Build Trust through Truth

In a world where fear can lead to deception of self and others, Payap people confidently seek truth and try to live by truth because we know it will result in freedom and trust. This means we develop integrity, competence, and discipline.

- **Integrity:** Payap people practice personal and professional ethics, especially honesty and transparency. We do the right thing even when it is difficult or costly.
- **Competence:** Payap people develop knowledge and skills through excellent teaching and research. We develop excellent life-skills through practice and reflection on life-experiences.
- **Discipline:** Payap people determine priorities, “put first things first,” and we say what we mean and we do what we say.

5. Delight in Diversity and Global Awareness

We believe God has created each person with value, honor, and dignity.

We value and respect each person as a unique contributor to society.

We implant positive attitudes and develop skills in intercultural and interfaith appreciation and global awareness.

We are creating a unique Payap organizational culture that will be our identity of loving service,

Principle 5 Diversity Delight in Diversity and Global Awareness

In a world filled with diversity (nations, languages, cultures, religions, etc.), Payap people enjoy the opportunities for beauty and wholeness that diversity offers. We increase our global awareness and delight through knowing our identity, exercising empathy, and seeking synergy.

- **Identity:** Payap people grow in knowledge of ourselves and the communities from which we come. We are confident telling the stories of our lives and our people.
- **Empathy:** Payap people listen well; we seek first to understand others, and then to be understood; we enjoy learning languages, cultures, & religions other than our own.
- **Synergy:** Payap people work persistently and hopefully with our differences to create something new together that could not come into being without the diversity of the group.

Community Service Core Principles Reflection Form



Name-Surname.....

Student ID.....

Year of study.....Faculty/College.....

Dept.....

Project/Activity Name

Date(s) of activity Date.....Month.....Year 20.....

Number of Hours (1/2 day = 4 hours; whole day = 8 hours; overnight = 10 hours)

Instructions: Reflect on and analyze the activity you did according to the following questions.

1. (Years 1-4) Please describe your activities and responsibilities for this activity. Describe what you personally did.

(Years 1-4) Explain how you used Core 1 (Peace) and 2 (Stewardship)

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2.1 What was the goal or vision for this project/activity?.....

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2.2 What problems and obstacles did you encounter during this project and how did you deal with them in a proactive way?

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2.3 In what way(s) did you increase true peace or improve quality of life through this activity?

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2.4 How did you care for resources in a systemic, sustainable, and developing way in this activity?

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3. (Years 2-4) What did you learn about your talents and passions through this activity? (Core 3)

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4. (Years 3-4) Build Trust through Truth (Core 4)

4.1 Describe any ways that you built trust through being truthful and faithful (or describe what it felt like when you or someone else was not trustworthy).

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4.2 How did you use the knowledge and skills of your major area of study in this community service activity?

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4.3 Describe how disciplined you and other members of the activity were during the activity/project (how well did you put first things first?).

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5. (Year 3-4) How did you use diversity to create something new during this activity/project.
(Core 5)

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หลักการพื้นฐานสำหรับพันธกิจของมหาวิทยาลัยพายัพ

Core Principles for Ministry of Payap University

Core Principle 1 การเปลี่ยนแปลงไปสู่สันติสุขที่แท้จริง (สุขใจ)— ซาโลม

Transformation toward True Peace

- กฎเกณฑ์ที่ 1 Visionary: Begin with the End in Mind
- กฎเกณฑ์ที่ 2 Proactive: Respond creatively to challenges, return good for evil
- กฎเกณฑ์ที่ 3 Live Win Together: find solutions that satisfy everyone as much as possible

Core Principle 2 การเป็นผู้ดูแลที่สัตย์ซื่อ (ใสใจ) Faithful Stewardship

- กฎเกณฑ์ที่ 1 Holistic: consider systemic impact of actions
- กฎเกณฑ์ที่ 2 Sustainable: focus on long term solutions that include good investment
- กฎเกณฑ์ที่ 3 Development: care for and continue to develop all resources

Core Principle 3 บริการผ่านทางภารกิจที่เร้าใจ (น้ำใจ) Service through Vocation

- กฎเกณฑ์ที่ 1 Gifts: our talents (what we do well) and passions (what we love to do)
- กฎเกณฑ์ที่ 2 Needs: social groups and issues that are of special concern to us—something we would like to change
- กฎเกณฑ์ที่ 3 Generous service: working with a community in a humble way to discern root causes of problems, acknowledge our role, and work with the strengths in the community to bring about real change

Core Principle 4 สร้างความไว้วางใจด้วยสัจจะ(จริงใจ) Build Trust Through Truth

- กฎเกณฑ์ที่ 1 Character (Ethical): being people who keep their word and who have integrity
- กฎเกณฑ์ที่ 2 Competence: exhibiting skill and doing tasks effectively (knowing how things really work)
- กฎเกณฑ์ที่ 3 Discipline: exhibiting self-control; “doing first things first”

Core Principle 5 ชื่นชมในความหลากหลายและความเป็นสากล(ร่วมใจ)

Delight in Diversity and Internationalization

- กฎเกณฑ์ที่ 1 Identity: having a clear sense of who we are that we bring to a diverse community
- กฎเกณฑ์ที่ 2 Empathy: having an attitude open to others and skilled in listening to and understanding them
- กฎเกณฑ์ที่ 3 Synergy: using the diversity in a group to create something that otherwise could not be created

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