



CUMMINGS

Faculty

# Our Culture

*These slides are designed to be read, not presented.*



Our culture enables us to *develop innovative curriculum* at a rapid pace, *be responsive* to student needs, and *deliver* a high quality academic program.

#### **We are**

- ▣ People first
- ▣ Proactive to find solutions
- ▣ Accountable
- ▣ Responsive to needs of others
- ▣ Zealous communicators
- ▣ Dedicated educators
- ▣ Willing to fail and start over
- ▣ Always working to make things better
- ▣ Open to feedback
- ▣ Anti-bullshit

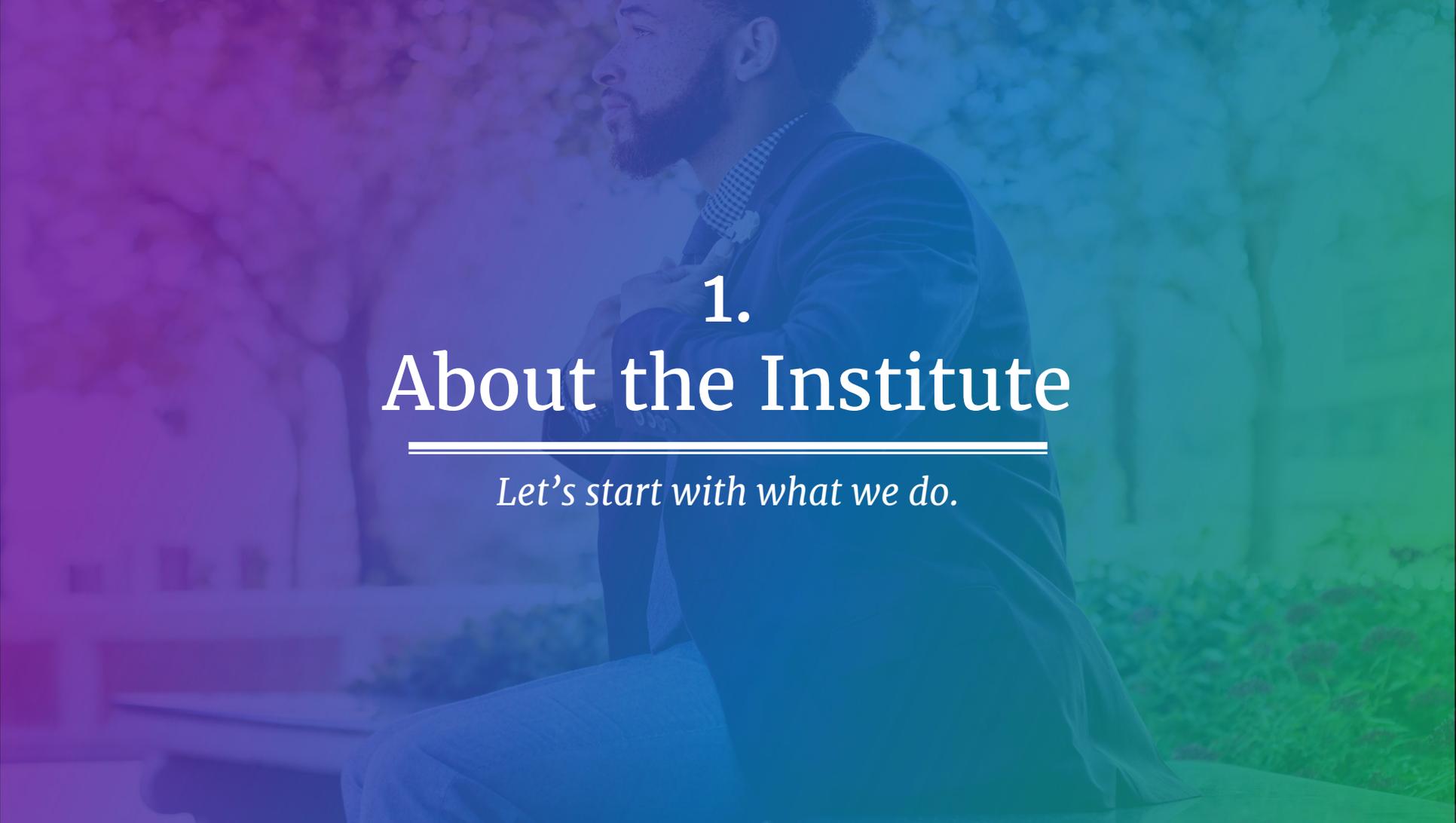
#### **We are NOT**

- ▣ Ego first
- ▣ Waiting for solutions to find us
- ▣ Unreliable
- ▣ Indifferent to the needs of others
- ▣ Unresponsive communicators
- ▣ Apathetic educators
- ▣ Scared of messing up
- ▣ Complacent
- ▣ Defensive and stubborn
- ▣ Tolerant of people or processes that stall our work



Yes!  
It's true!

*We walk our talk. And we seek faculty members who possess the same values, work-ethic, drive, and discipline as we do. If you want to be part of our tribe, keep reading.*



1.

# About the Institute

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*Let's start with what we do.*



## About



The Cummings Graduate Institute for Behavioral Health Studies is an educational institute offering graduate and professional integrated behavioral health education through a virtual online campus.



The institute delivers post-graduate training to licensed mental health and allied health professionals leading to the Doctor of Behavioral Health (DBH) degree.



The distance learning DBH program was designed to address the unmet educational need to prepare behavioral healthcare providers to practice in primary care and other medical settings as part of an interdisciplinary team.

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## *Mission*

*The Mission of the Cummings Graduate Institute is to educate integrated care professionals to best deliver whole-person healthcare to diverse communities to improve access to quality healthcare for all people.*



# Vision

To improve the way  
the world experiences healthcare.

## 2. About Our Culture

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*How we do it.*

*By the way, we refer to our institution as CGI.*

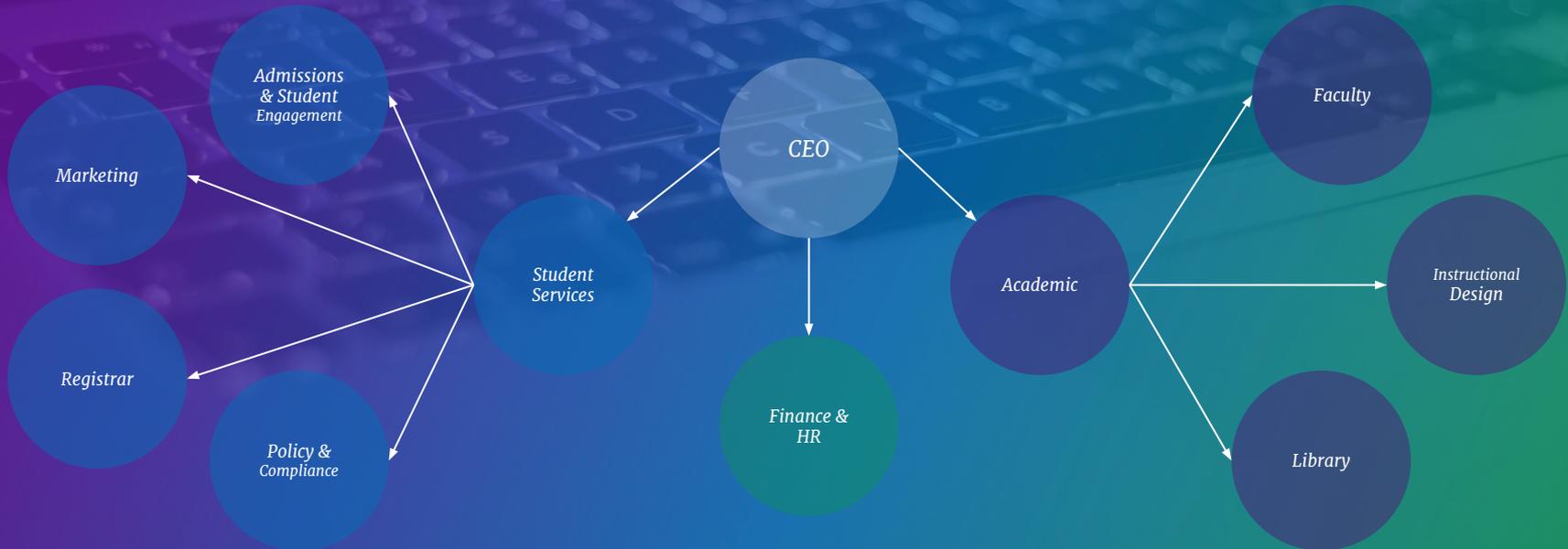
A photograph of a desk setup featuring a computer monitor, a keyboard, and a tablet. The tablet is displaying a calendar for the year 2015. The text is overlaid on the image in a white, serif font.

*CGI is a human centered organization  
delivering accessible, high-quality,  
online education to shape tomorrow's  
healthcare leaders.*



# Organization Structure

Our institution structure is organized into function teams.  
Faculty are housed within the Academic team.





## Faculty Expectations



CGI Faculty are the artists of our curriculum. Faculty bring our courses to life and interject their personality and subject matter expertise into the learning experience.



As an online institution, regular and proactive engagement within courses and with students is critical. 100% of our students' interactions take place virtually. Faculty are only as visible as they make themselves.



Communication is the backbone of our success. Prompt, articulate, and efficient communication is an expectation to our students, leadership, staff, and fellow colleagues.



Respecting deadlines, requests, and the time of others will cultivate a happy and healthy workplace both for faculty, students, and administration. If unable to meet a deadline or request, say something. Silence and avoidance are not an option.

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Information and ideas are openly shared and student issues are processed in the student's best interest at a rapid pace.



This is only possible if everyone lives in a space of

### **Respect**

Hold the utmost respect for all people from students, to colleagues, to faculty, to vendors, etc. Embrace diversity and welcome different views, opinions, and practices.

### **Trust**

Have trust in all team members that they effectively and efficiently manage their responsibilities, work in the best interest of the institution, and prioritize what must be done well now.

### **Empowerment**

Have the confidence and drive to find solutions to problems as they arise, utilize existing resources, think strategically, and ask for help when you need it.



And we never take ourselves too seriously.



*Have you seen our mascot? A Pigasus.  
Yup, you read that right, PIGASUS.*

We have fun. We are vibrant. We make waves.

*On the daily.*

# 3. About the Team

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*How to know if you're the right fit.*



*We borrowed some of this from one of the greats, Netflix.\**

*We do not condone plagiarism at CGI.*



**We're a team, not a family.\***

*We work together towards common goals. We can't get there without our full squad.*



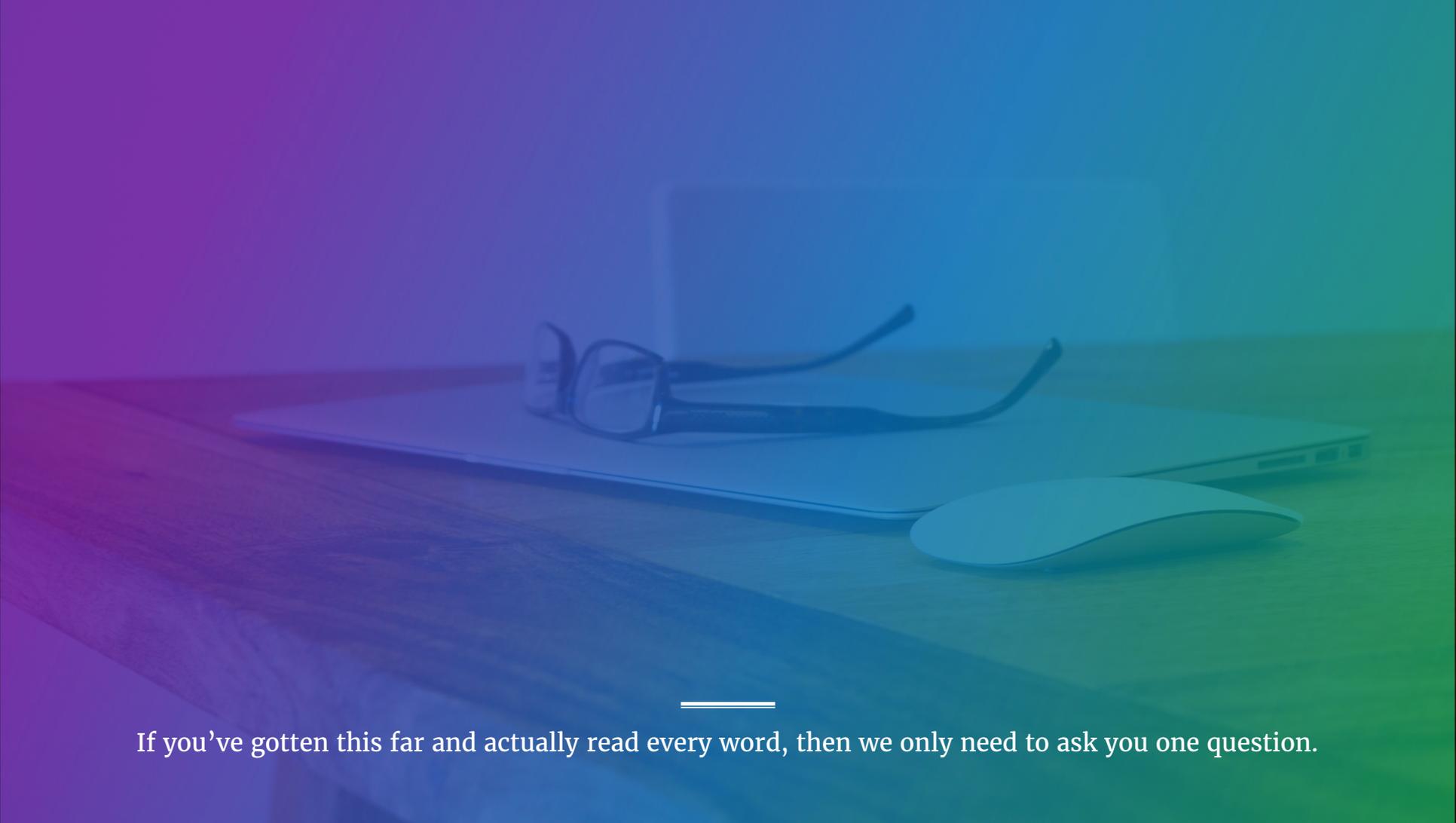
**We're like a pro sports team, not a kid's recreational team.\***

*We train hard, take care of ourselves, and play fast with great focus.*



**Our goal is to hire, develop and cut smartly, so we have superstars in every position.\***

*Fit is imperative. Without it misery is guaranteed. We don't do misery. We offer smooth exits for anyone who doesn't thrive in our environment.*



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If you've gotten this far and actually read every word, then we only need to ask you one question.

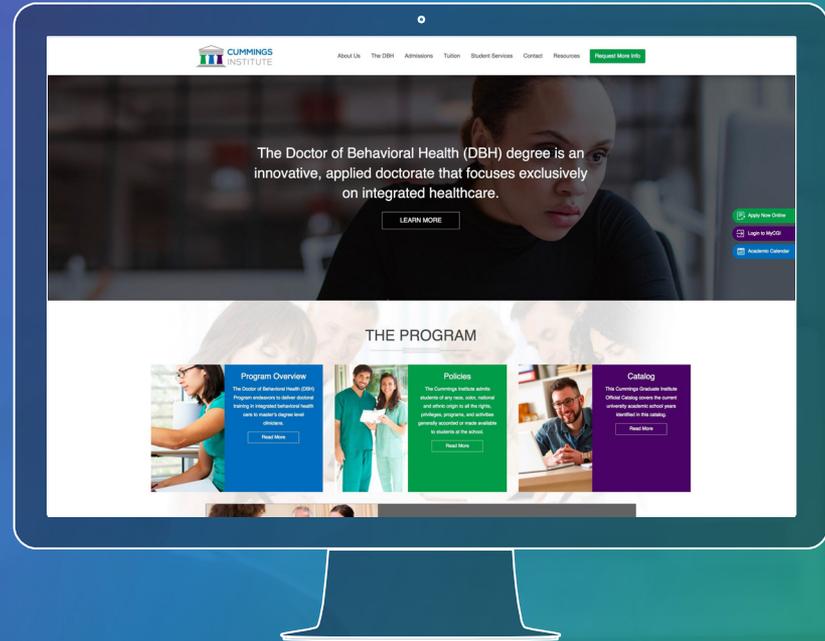


Are you more excited at the prospect of teaching at CGI now, than when you first opened this document?



*If the answer is yes, then you just might be the right fit for our team, our mission, our institution, and most importantly, our students.*

Visit our website and take  
a look around, if you  
haven't already done so.  
cummingsinstitute.com





Jot down any questions you have and  
bring the list with you to the interview.

*Remember, this is your chance to interview us, to make sure we are  
the right fit for you, your life, and your goals.*



*And on interview day,*  
as cliché as it sounds, **be yourself.**

*We want to meet the most authentic you!*