

The CAS Board, officers, and staff commit to the following leadership values:

We will undertake all discussions in the spirit of achieving the best result for the CAS and its membership.

We will keep in mind that few strategic items are imminently time critical; in general, it is more important for the Board to reach its best decision, ideally through informed consensus, than to do things quickly.

We will prepare for meetings by reviewing and clarifying all information prior to attending, to ensure that Board deliberations and decisions are based on quality factual information.

We will conduct ourselves professionally at all times, with mutual respect and understanding for our different roles and responsibilities. We will not be defensive of our own viewpoint, but will work to resolve potential conflict resulting from differences of opinion.

We will actively and openly engage in discussions prior to decision making, individually and as a group. We will not foster hidden agendas but will surface our issues with candor and respect, voicing our opinions to avoid silence being interpreted as acceptance, agreement or disinterest.

We will be respectful of one another's time and energy, focusing on items of significance while seeking compromise on minor issues to achieve the larger good for the CAS and its members.

We will respect and maintain the confidentiality of specific issues or situations as appropriate.

We will agree or disagree on particular subjects without personalizing the issues.

If a Board member, officer, or staff member demonstrates behavior inconsistent with these values, we will counsel the member to reinforce our commitment to these values; holding each other accountable to these values is a shared responsibility.

We will faithfully represent all Board decisions, policies and programs once approved, regardless of personal feelings and opinions.

We will expect to have a good time as we work together in an atmosphere of camaraderie and collegiality.