



Pharos University in Alexandria “Core Values”

In 2019, Pharos University adopted a set of core values that serves as a foundation for a more equitable and inclusive atmosphere in its campus. These values cover the following items:

Item 1. Education

Pharos University recognizes students as a priority and provide them with the environment and support to ensure their academic and personal access. The University encourages the questioning spirit throughout an extensive range of major topics as a major stimulus to teaching and learning. It recognizes the needs of students with disabilities of all kinds and make utmost effort to support their success in several ways including provision of faculties, logistics scholarships and fees discount when necessary. The University values all types of learning, teaching, scholarship, internships, and innovation to advance its mission.

Item 2. Research and Discoveries

Pharos University values the close inter-relationships between faculty and research groups, and values the process of discovery through research projects, with strong support for individual researchers and research groups. Pharos University also values the importance of all research disciplines, and the power of connections between them and multi-and interdisciplinarity among them.

Item 3. Integrity

Pharos University maintains honesty and ethics in all interactions, with the highest ethical standards in teaching, research, public engagement, and services.

Item 4. University Staff and Labor Rights

Pharos University encourage and promote excellence and career development for all staff through innovation and creativity, rigor, and pragmatism, and recognize and award the University staff as its greatest asset. The University is responsible for providing payments to all the academic staff and employees to cover their local living wages and expenses.

Item 5. Recognition of Academic Unions and Professional Syndicates

Pharos University acknowledges the recognition of academic unions and professional syndicates and values labor rights of all its employees and staff including women's rights.

Item 6. Free and Open Inquiry and Expression

The main purpose of Pharos University is the pursuit of knowledge. The University values freedom of thought and expression with no discrimination, along with free and open inquiry and expression with academic freedom. Inherent in this commitment is the freedom to engage in reasoned opposition to messages to which one objects.

Item 7. A Community of Diversity and Belonging

Pharos University values diversity and inclusion, and welcomes, and caring, and equitable community where students, faculty, and staff with different backgrounds, perspectives, abilities, and experiences can learn, innovate, and work in an environment of respect, and feel empowered to engage in any community conversation to fit with the place of the University within the broader academic and local community.



Item 8. Equity

Pharos University embrace and act on responsibility to guarantee equity. The University is keen to track to gender equity in all its actions, employments, PayScale and others.

Item 9. Interdisciplinary Collaboration and Exploration Across Boundaries

Pharos University value the importance of all academic disciplines and the power of connections and interdisciplinary among them. It supports the overarching themes in all pursuits that cut across academic units and address significant opportunities and challenges. The University also seeks opportunities for innovation partnerships with education and research institutions, business, sector, foundations, NGOs and healthcare.

Item 10. Changing Lives through Public Engagement

Pharos University values engagement into local community, regional and international affairs, learning about their needs and strengths, and applying the knowledge we create for their benefit. The University strive to contribute to society through the pursuit, dissemination, and application of knowledge, strategies of conflict resolutions and heritage.

Item 11. Respect for the Natural Environment

Pharos University values its role in advancing solutions for a sustainable future following the UN-Sustainable Development Goals and Egypt Strategic Plan for 2030, and support acting in ways to live and work sustainably in a manner that is environmentally, economically, and socially sustainable in administration, academic and research programs.

Item 12. Expansion Strategies

Pharos University acknowledges and values the importance new emerging topics in all disciplines and follow an expansion strategy in its structure to keep pace with such emerging issues and responds to national needs.

Item 13. Quality

Pharos University values and follow quality procedures in all its academic and administrative activities as well as provision of social services.

Endorsement

Prof. Mahmoud Mohy El Din
Pharos University President

M. M. Mohyeldin

