

Principles

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TECNOLOGICO
DE MONTERREY®

Principles

These principles constitute the foundation of the identity and unity of all Tecnológico de Monterrey campuses and academic entities. The regulations and norms that must be observed by all members of the educational community stem from these principles.

Principle 1.

Commitment by the members of Tecnológico de Monterrey's educational community to fundamental institutional values

Tecnológico de Monterrey promotes ethical behavior and the members of its educational community are committed to honesty, respect, justice, liberty, responsibility, trust, solidarity, a work ethic based on punctuality and fulfillment of duties, and personal growth.

Principle 2.

Innovation, creativity, use of technology and entrepreneurial spirit

Tecnológico de Monterrey's development is based on innovation, creativity, the use of technology and the entrepreneurial spirit of those who are part of the institution.

Principle 3.

Civic responsibility and the rule of law

Tecnológico de Monterrey promotes civic responsibility and the rule of law in the educational community through academic and student activities.

Principle 4.

Entrepreneurial freedom, a market economy, and social responsibility

True to its origins, Tecnológico de Monterrey promotes entrepreneurship and the creation and development of business enterprises with social responsibility in a market economy environment.

Principle 5.
Sustainable development

Tecnológico de Monterrey is committed to sustainable development, and manifests this commitment in all of its activities by promoting a balance between economic, social and environmental factors, over time. It also promotes this commitment in the preparation students receive.

Principle 6.
Equal opportunities for admission and permanence of students

Tecnológico de Monterrey is committed to equal opportunity and non-discrimination; consequently, it is open to all students, regardless of race, religion, gender or social status. However, students are required to meet current admission criteria and to commit to observing institutional principles, norms, and regulations.

This same principle applies to student permanence at Tecnológico de Monterrey.

Principle 7.
Social mobility

Tecnológico de Monterrey promotes social mobility through scholarship funds and financial aid, which is made available to students with outstanding academic achievement and proven financial need. Similarly, it promotes social mobility through the creation of educational models that help reduce the educational gap between countries or regions.

Principle 8.
Equal opportunity for faculty and employee access and permanence

Tecnológico de Monterrey is committed to equal opportunity and non-discrimination; consequently, it is open to any person who applies for a job, regardless of

race, religion, gender, or social status. However, applicants must meet the qualifications and standards of moral character required for the position, and agree to abide by institutional principles, norms, and regulations.

This same principle applies to the permanence of faculty and employees at Tecnológico de Monterrey.

Principle 9.

Academic freedom

Tecnológico de Monterrey is committed to freedom of thought and cultural diversity and, consequently, to academic freedom for its faculty. This freedom applies within a commitment to comply with the current study plans and programs and to adhere to established research norms.

Academic freedom is understood as:

- a. The freedom to teach, that is, the right of faculty to present their study and research findings in their classes, as well as the current types of analysis for topics within their subject; and
- b. The freedom to carry out research, in accordance with the focus of Tecnológico de Monterrey's mission, and publish the corresponding findings.

Academic freedom includes the responsibility to refrain from proselytizing in favor of any ideological, political or religious group.

Principle 10.

Intellectual property

Tecnológico de Monterrey respects intellectual property and, therefore, recognizes an author's moral property rights and protects commercial property rights. Internally, it makes every effort to ensure observance of this principle that is fundamental for stimulating creativity, avoiding plagiarism and fomenting a knowledge-based economy.

Principle 11.

Freedom of expression

Tecnológico de Monterrey respects freedom of expression; that is, the right of students, employees, faculty, and directors to express their thoughts regarding any subject, under the condition that when this right is exercised, it is not done in the name of Tecnológico de Monterrey.

On the other hand, students, employees, faculty, and directors may express themselves in the name of Tecnológico de Monterrey, in a manner congruent with their position and responsibilities, and based on critical, objective analysis.

All members of Tecnológico de Monterrey's educational community should be aware that expressing oneself publicly has an effect on the image and credibility of the institution, even if done on a personal basis. Therefore, it is important to make personal comments in a responsible manner.

Principle 12.

Openness to the debate of important issues

Tecnológico de Monterrey encourages an openness to the debate of important political, economic, social and cultural issues in Mexico and the world. For this purpose it promotes the presence on campus of scientists, intellectuals, politicians, and other opinion leaders to express and argue their points of view to contribute to the growth –as people, citizens, and professionals- of the members of the educational community.

To promote balanced development among the members of the educational community, Tecnológico de Monterrey will seek participation by representatives of different currents of thought regarding different issues. In favor of equality, it will apply the same rules and will provide the same space and support for all representatives to express their positions.

Principle 13.
Right of association

Tecnológico de Monterrey respects the right of people to associate; but it only officially recognizes the associations composed of alumni, students, employees, and faculty who are not linked to political, ideological, or religious groups and who do not proselytize in favor of such groups in or outside of Tecnológico de Monterrey. Similarly, it officially recognizes these associations if their activities, objectives and statutes do not violate Tecnológico de Monterrey's principles, mission, or operations.

The associations not officially recognized will not be allowed to use the name of Tecnológico de Monterrey.

Principle 14.
Commitment to the integral preparation of students by those working at Tecnológico de Monterrey

Everyone who works at Tecnológico de Monterrey has the obligation to contribute by example –in accord with the mission– to integral student preparation. As a result, they are expected to perform their duties with a vocation for service and to respect the values, intellectual freedom, and dignity of the members of the educational community.

Principle 15.
Continuing development for professors and employees

Tecnológico de Monterrey is committed to the continuing development of its faculty and employees, and, consequently, places a variety of resources at their disposal. It is the responsibility of faculty members and employees to take advantage of them to continually update their knowledge and strengthen their academic vocation, professional development, and personal growth.

Principle 16.

Participation and feedback by the academic community for the development and improvement of Tecnológico de Monterrey's institutional life

For Tecnológico de Monterrey, promoting participation by alumni, students, employees, faculty, directors, and trustees in the definition of the vision, mission, strategies, programs, and academic and operational projects, and receiving their feedback for the improvement and development of the institution is essential.

Tecnológico de Monterrey promotes this participation and feedback through consulting boards, committees, evaluation systems, surveys, focus groups, faculty academies, continuous improvement groups, dialogue between directors, students, and faculty members, employee consultation meetings, electronic communication systems, interpersonal communication systems, and other appropriate media.

The participation, dialogue, and feedback should be carried out in an atmosphere of civility and mutual respect.

Principle 17.

Economic sustainability

Tecnológico de Monterrey's operation, growth, and innovation are based on economic sustainability. The operating budgets of the campuses, diverse entities, and projects in general should always produce a surplus in order to guarantee the future of the institution. Faculty, employees, directors, and trustees, in their respective areas, contribute to the growth of Tecnológico de Monterrey and to the efficient administration of its resources.