

The Three E's of Academic Good Work

At Bloomsburg University, faculty, staff, and students strive to do Good Work. Good Work is **Excellent**, **Ethical**, and **Engaged** (Gardner, Csikszentmihalyi, & Damon, 2001, 2008). Good Work requires that **all three Es** are present.



Excellent

Students often mistakenly equate excellence with trying their best. While excellence does require sustained effort, hard work does not guarantee excellence. Perhaps you can think of time when you tried your hardest but your efforts did not result in outstanding work. For example, maybe you tried really hard to be an excellent soccer player, but did not make the soccer team. Or maybe you tried your best to be an excellent musician, but failed your audition. Excellence is more than effort. Excellence refers to work of the **highest quality**. As you pursue academic Good Work at Bloomsburg University, work closely with your academic advisors and professors to strive for academic excellence.



Ethical

To do academic Good Work, you must act ethically. To be ethical means to be **socially responsible**, or to put the good of others above the gains of the self. Students sometimes say that studying instead of partying or going to class instead of sleeping in are examples of ethical behaviors. While these behaviors demonstrate good personal choices, they do not meet the definition of being ethical because they are of little or no consequence to others. With every decision you make and every action you take at Bloomsburg University, you will have the opportunity to benefit or to harm members of this academic community and the Town of Bloomsburg. As you pursue academic Good Work at Bloomsburg University, choose to elevate, enrich, and inspire others.



Engaged

Academic Good Workers find **meaning and pleasure** in their studies. When asked to define what it means to do engaged work, students sometimes talk about participating in class or getting involved in extracurricular activities. If a student is doing these things just to earn a good grade or to add another line to a resume, then that student is not engaged. When truly engaged, students find fulfillment in doing what they do best. By consulting with your academic advisor and speaking with your professors, you will learn about many personally fulfilling on- and off-campus opportunities.

