



## Overview

Clear values help ensure that all employees are working towards the same goals. Core values support the University’s vision and shape its culture. Every single business decision should be aligned with these values. These values are intended to shape culture across the system and build purpose, improve team cohesion and create a sense of shared commitment in the workplace.

In August 2020, the University of Tennessee System embarked on an effort to identify and develop shared values for the systemwide enterprise. The process included evaluating existing values, surveying UTSA employees and conducting more than 13 focus group sessions with representatives including chancellors and cabinets, faculty, staff, students and volunteer leaders. The following values and desired behaviors are the result of that effort.

|          |                                |   |   |
|----------|--------------------------------|---|---|
| <b>B</b> | <b>old and impactful</b>       | <b>Serving the State by tackling grand challenges</b>                                 | <ol style="list-style-type: none"> <li>1. Think big</li> <li>2. Make a difference</li> <li>3. Serve with purpose</li> </ol>   |
| <b>E</b> | <b>mbrace diversity</b>        | <b>Respecting our individual and organizational uniqueness that makes us stronger</b> | <ol style="list-style-type: none"> <li>1. Listen with empathy</li> <li>2. Expect civility and collegiality</li> <li>3. Model inclusive behaviors</li> </ol>             |
| <b>O</b> | <b>ptimistic and visionary</b> | <b>Empowering courageous leadership</b>   | <ol style="list-style-type: none"> <li>1. Find the positive</li> <li>2. Inspire others</li> <li>3. Lead by example</li> </ol>   |
| <b>N</b> | <b>imble and innovative</b>    | <b>Inspiring creative and transformational action</b>                                 | <ol style="list-style-type: none"> <li>1. Try new things and keep what works</li> <li>2. Embrace change</li> <li>3. Remove barriers</li> </ol>                          |
| <b>E</b> | <b>xcel in all we do</b>       | <b>Committing to continuous improvement and outstanding performance</b>               | <ol style="list-style-type: none"> <li>1. Set high standards</li> <li>2. Pursue learning and growth</li> <li>3. Recognize and celebrate quality</li> </ol>              |
| <b>U</b> | <b>nited and connected</b>     | <b>Collaborating internally and externally for greater collective impact</b>          | <ol style="list-style-type: none"> <li>1. Be a team player</li> <li>2. See yourself as part of the larger purpose</li> <li>3. Share experience and knowledge</li> </ol> |
| <b>T</b> | <b>ransparent and trusted</b>  | <b>Fostering integrity through openness, accountability, and stewardship</b>          | <ol style="list-style-type: none"> <li>1. Believe in the good intentions of others</li> <li>2. Be honest</li> <li>3. Proactively communicate</li> </ol>                 |