



UT THE UNIVERSITY OF TENNESSEE MARTIN



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.

Bold and impactful

Serving the State by tackling grand challenges

1. Think big
2. Make a difference
3. Serve with purpose

Embrace diversity

Respecting our individual and organizational uniqueness that makes us stronger

1. Listen with empathy
2. Expect civility and collegiality
3. Model inclusive behaviors

Optimistic and visionary

Empowering courageous leadership

1. Find the positive
2. Inspire others
3. Remove barriers

Nimble and innovative

Inspiring creative and transformational action

1. Try new things and keep what works
2. Embrace change
3. Remove barriers

Excel in all we do

Committing to continuous improvement and outstanding performance

1. Set high standards
2. Pursue learning and growth
3. Recognize and celebrate quality

United and connected

Collaborating internally and externally for greater collective impact

1. Be a team player
2. See yourself as part of the larger purpose
3. Share experience and knowledge

Transparent and trusted

Fostering integrity through openness, accountability, and stewardship

1. Believe in the good intentions of others
2. Be honest
3. Proactively communicate