

Guiding Principles

The Work Groups will **challenge the 'status quo,'** focusing on new possibilities of how work can be done, now and in the future.

The University of Tennessee System's administrative roles and responsibilities will be structured to maximize the ability of key functions to **support stakeholders and promote the education, discovery, outreach and public service missions** of the University.

The following principles are intended to guide the outputs of this initiative:

Build a culture of trust and collaboration across the System

Align activities in an efficient manner that controls costs and focuses on high value activities

Simplify processes and policies; leverage technology and standardize where practical

Create an operating environment where staff have the tools to focus on activities that contribute to UT's success

Define clear roles and responsibilities and create accountability measures

The Case for Change

UT will embark on this effort in service to the students and TN community.



Why change?

- UT's unique structure offers the opportunity for the University to serve as a role model for leading practices
- The current lack of clarity of accountability, authority and responsibility between the System Office and the campuses may result in rework and delays
- With staff eligible to retire on the horizon, institutional knowledge will decrease, creating a vacuum
- Future plans (3+ years) to modernize technology will require a culture of collaboration and administrative standardization



What are the impacts?

- Streamlined processes and policies, less red tape, reducing frustration and lost time
- Culture of clear roles and responsibilities, reducing time to process
- Staff spending less time 'pushing paper' and more time helping advance the mission
- Increased partnership between the System and institutions
- Visibility to stakeholders that the University has a culture of functioning effectively and efficiently to serve the public



What is the cost of the status quo?

- External pressures and influences may drive change, if UT does not act of its own accord
- Risk of increased administrative costs being passed to students
- Confusion will persist among both external and internal stakeholders regarding roles and responsibilities
- Lost opportunity to grow as an organization and for staff development



What are we going to do?

To be determined by the Work Groups