

BACKGROUND & PURPOSE:

At Eastern Oregon University (EOU) the mission guides the University. Understanding and interpretation of the mission and how it relates to the present and evolving needs of EOU students and the surrounding communities has led to identification of three tactics that assist in executing the strategic direction. These three “tactics” have traditionally been referred to as “values” and are listed as follows: access, affordability, and engagement.

Core values are the fundamental beliefs of a person or organization and are also occasionally referred to as guiding principles. Values and Principles for the purpose of this project are defined as the words that guide our behavior and action. Values and principles are not something that are prioritized, as that indicates that they are valued differently depending on circumstances, rather they are something one strives for in the way that one is being. The purpose of this project is to identify and articulate the values and principles of Eastern Oregon University.

OBJECTIVES:

Create a seven word, or less, list of Values and Principles for the University by **June 3, 2016**, which is informed by all constituents of the University. Develop a plan for engaging our campus community in an internal “marketing” effort to allow individuals to identify how these values manifest themselves in their work at EOU.

WORK DEFINITION:

The sponsor of the team is President Tom Insko. The University Council will act as the team.

- 1) Communicate activities to the people of the institution.
- 2) Create an example list of Values and Principles.
- 3) Seek input from all constituents.
- 4) Create a consensus mechanism.
- 5) Ensure understanding of how individual actions align with the newly established Values and Principles.

CONSTRAINTS:

1. **No budget.**
2. Spring term ends June 10, 2016.
3. **History of Values and Principles development may be lost as team membership changes on the University Council.**

KEY ASSUMPTIONS:

1. An adjournment meeting can be properly attended during finals week.
2. Activity, including communication of activities, regarding the Values and Principles can continue to be addressed by the University Council following adjournment of the project.

MILESTONES:

1. Launch project by April 12, 2016.
2. Google Docs (to include global document and sample documents of values and principles) will be created by April 13, 2016.
3. The global document for values and principles will be added to as they are gathered by team members by April 25, 2016.
4. Time will be set aside at the April 26, 2016 University Council meeting to check in on where members are with regard to collecting information.

5. All information gathered is due by May 10, 2016. University Council will begin the process of distilling the ideas into broad categories/potential values.
6. University Council will approve Values and Principles identified and forward the finished project as a resolution to Faculty Senate that identifies what University Council worked on and the recommendation to pick it up during fall convocation (start the year with the identified values and principles) by May 24, 2016.
7. Values and Principles identified by May 24, 2016.
8. University Council presents information to Faculty Senate on June 7, 2016.
9. Project picked back up in September 2016.
10. Project completion by May 31, 2017 (tentative date).

DELIVERABLES:

1. Seven word, or less, Values and Principles list by June 7, 2016.

SPECIFICALLY EXCLUDED SCOPE:

1. Modification of EOU's mission statement.
2. Creation of the vision, strategy, objectives, or tactics.

TEAM MEMBERS:

| 15-16 University Council (Phase I) | 16-17 University Council (Phase II & III) |
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| <ul style="list-style-type: none"> ● Lori Baird ● Addie Beplate ● Chris Cronin ● Colleen Dunne---Cascio (Project Leader). ● Ronda Fritz ● Kenzie Garlock ● MJ Heather ● Linda Kaizer ● Madeline Martens ● Jacque Naegle ● Xavier Romano ● Ted Takamura ● DeAnna Timmermann | <ul style="list-style-type: none"> ● Lori Baird ● Nancy Knowles ● Ronda Fritz ● Wilson Zehr ● MJ Heather (Project Leader) ● Jeff Carman ● Emily Sharratt ● Jacque Naegle ● Xavier Romano ● Kaycie Lane ● 3 students TBA |