



## Sustainable Academic Business Plan Committee & Working Group Operating Principles

**The following operating principles are relevant to all committee and working groups. Each group will discuss these as they relate to their activities and add topic-specific principles to this list.**

1. We will have a bias towards action, risk-taking, and transparency.
2. We understand and align our actions to the principles and goals of 2y2d and the Sustainable Academic Business Plan.
3. We support positive culture change.
4. We set goals and look for specific, measurable results.
5. We both model and encourage collaboration, innovation and nimble responses. We aim to break down walls that inhibit creative collaboration and partnership and favor shared responsibility in planning, “the commons” over “turf.”
6. We seek and celebrate innovation on campus to encourage and generate further innovation/success/discovery/experiment.
7. We expect recommending teams to be responsible for or involved in implementing their recommendations to ensure follow-through.
8. We support sustainable projects and look to source funding in creative ways.
9. We act on good ideas that provide impact now rather than waiting to craft a perfect solution.
10. There is no one-size-fits-all solution. We assume “silver buckshot” rather than a “silver bullet.”
11. We view technology as a powerful tool that serves our purposes and can help us meet the expectations of our community, rather than an end in itself.

### **What committees & working groups should do with their topics:**

- Define them.
- Model them.
- Try them.
- Assess them to show whether they work.
- Improve them continuously.
- Share them. Tell others about them. Encourage others to try them.
- Incorporate them into our daily practice.
- Encourage diverse groups to mold them to their local needs.
- Ensure they align to UW mission and goals.
- Keep track of them and others like them.

### **Recommended operating principles around process:**

1. We respect the contributions of our colleagues, the confidentiality of our discussions, and communicate with one voice to oversight committees, leadership, and the campus.
2. We wait to wordsmith initiative documents until the final draft.