MOTIVATING VALUES FRAMEWORK

**Community Values**

Create processes and outcomes that promote and uphold our shared values, including:

- Academic and intellectual freedom
- Academic, research and professional integrity
- Equity and inclusion
- Ethical behavior, fairness and respect
- Individual and community health and well-being
- Accountability to each other and the community as a whole
- Learning and improvement

**Dispute Resolution Processes**

- Clear
- Equitable
- Fair
- Transparent
- Ethical
- Timely

**Dispute Outcomes**

- Efficacy
- Alignment and consistency
- Accountability
- Proportionality
- Accuracy
- Education

**APPROACH**

- Leverages evidence-based research in organizational justice and dispute resolution
- Reviews peer practices
- Reflects AAUP best practices
- References applicable federal and state legal frameworks
- Seeks input from relevant University stakeholders
- Incorporates modern labor relations practices