



Administrative Excellence – Shaping our Future
Guiding Principles
May 5, 2011

The University of Wisconsin-Madison is committed to the following principles throughout the engagement with the Huron Consulting Group in the efficiency and effectiveness review named “Administrative Excellence – Shaping our Future.” This engagement will begin with an assessment of various functional areas and conclude with actual steps designed to implement change.

1. Members of the campus community will be proactively included in all aspects of the engagement, including the development and implementation of recommended changes, to ensure that the contributions of all employees are honored.
2. The campus conversation about how to improve the administrative organization of the university needs to recognize the long and valued tradition of shared governance and faculty-staff led institutional innovation. Therefore, work will be conducted and reported in as transparent manner as possible.
3. The engagement will be conducted with a broad view, balancing cost savings with the goal of maintaining faculty and staff productivity toward the mission of teaching, research and outreach, including the provision of improved levels of service.
4. This engagement should be framed against the backdrop that the administrative workload on faculty and staff has already increased significantly in recent years..
5. The principles of Administrative Process Redesign (APR) will be honored, the learning and completed work will be respected, and efforts will be taken to bridge the Huron methodologies to the Lean Six Sigma methods practiced by the campus community.
6. The discovery phase of the engagement will include a feedback process for the university community as well as outside constituents, the implementation phase will allow for vetting of recommendations before solutions are initiated, and the post-implementation phase will include on-going evaluation.