

AMAC Guiding Principles (August 10, 2026):

What do we owe the people affected by these decisions? *(Students, faculty, department heads and staff — the stakeholders)*

- We will remember and affirm the humanity of the folks who are affected. They aren't data points – they deserve a chance to know what might be coming and why. (common humanity)
- We will ensure leadership, specifically the President, hears the voices of the people who will be directly affected, before decisions are made. (vulnerability)
- We will give the community an opportunity to understand why decisions are made. (responsibility)
- We will facilitate a process to receive the community's feedback on the administration's proposals and suggest alternative ways to balance the budget (transparency)

What do we owe the President, the institution, and its future leaders? *(The committee's job is to give useful, honest advice — not to obstruct or rubber-stamp)*

- We will be strategic, not positional; relational, not transactional. (intentionality)
- We will tap into the collective wisdom of the University. (inclusive)
- We will foster creative, long-term, visionary solutions. (hope)
- We will keep the core mission as a public research university with a focus on the whole person and research that enriches society. (purpose)

What principles or elements of our mission and goals should anchor our approach to examining the difficult choices ahead? *(Philosophies to guide us? Core values?)*

- We will maintain integrity and good faith, trust, confidentiality, and vulnerability. (character)
- We will advance and support / the UO community and promote shared governance on campus. (inclusion)
- We will take care of each other: – students, staff, faculty, administration. (common humanity)
- We will always hold our core purpose in our minds: education and research. (prioritize)
- We will take ownership of the holistic review of proposals, the consultation of the potentially affected persons and parties, and the commitment that UO community members will be able to provide feedback on the administration's proposals. (community)