

HUMAN RESOURCES STRATEGIC PLAN

OUR HR MISSION AND VISION

The Human Resources team at the University of the Fraser Valley is committed to supporting the three major strategic goals of the University:

- To provide the best undergraduate education in Canada
- To be a leader of social, cultural, economic, and environmentally responsible development in the Fraser Valley, and
- To be innovative, entrepreneurial, and accountable in achieving our goals.

In responding to these goals, Human Resources upholds the vision and values set out in the University Board of Governors Policy Direction on Human Resource Development and Management. Thus in support of the University's mission and strategic objectives, our Human Resource mission and vision is to inspire and support people in creating a welcoming, engaging and inclusive workplace.

OUR MISSION: To inspire and support people

Our mission reflects our belief that our HR role is deeper than enabling people through services. We believe we inspire and support people in implementing positive practices which build a community dedicated and prepared to fulfill the goals of the university

OUR VISION: To create a welcoming, engaging and inclusive workplace

Our vision reflects our belief that our role is integral in sustaining a vibrant and diverse scholarly community which values learning, social and personal development, embraces challenge and is committed to the respectful debate of ideas and views. As we inspire and support people in creating a welcoming, engaging and inclusive workplace, we build a community which attracts, retains and develops people who will enable the university to fulfill its mission and strategic goals.

OUR GUIDING PRINCIPLES

The Human Resources team is an advocate for our workplace vision by example and through the guidance and support we provide. We understand that university managers at all levels are responsible for leading and managing their staff. Our role is to work with them in strategic partnership, supporting them in carrying out their HR management responsibilities. Our HR teamwork, decisions and actions are guided by the principles of

Service: by being progressive in our approaches, responsive to our community and clients, and taking ownership of challenges.

Community: by being engaged, welcoming diversity of all kinds, and by personally contributing to a positive working and learning environment

Integrity: by being honest, reliable, ethical, and by following through on commitments.

Caring: by recognizing the importance of each individual, listening with both mind and heart, acting with compassion, and expressing appreciation.

Excellence: by setting our service standards high and being accountable for the quality of our service.

Collaboration: by seeking and strengthening strategic partnerships with our clients, and by aligning what we do with their HR needs.

Communication: by demonstrating respect in our actions and our written and verbal communications, addressing issues directly and constructively, and sharing information our partners need to carry out their responsibilities.

OUR STRATEGIC OBJECTIVES

To realize our mission and vision as a department, our strategic objectives and the strategies we will pursue to achieve these objectives are to:

Attract and engage outstanding employees

- Attract and foster the dedication and loyalty of employees through competitive and flexible compensation packages, professional development opportunities and improved internal communication.
- Position UFV as an outstanding employer through print communication materials and HR website presence
- Develop strategic recruitment practices that include community outreach, targeted recruitment, and e-recruitment strategies
- Strengthen existing orientation programs for new employees

Retain and develop our employees

- Develop and support performance management best practices, such as strength-based performance reviews and other measures which support employees in achieving professional goals, career advancement and job enrichment
- Develop and offer learning and development programs responsive to organizational and employee needs
- Encourage and support skill-based training in departments and areas
- Proactively maintain our positive and respectful working relationships with employee representatives

Foster and develop leadership across UFV

- Foster leadership skills in both academic and administrative units through in-house education and training courses; and promote and facilitate external professional development opportunities;
- Continue developing our website as a vehicle for providing relevant and accessible human resource information and tools to administrators, faculty and staff;

Facilitate a vibrant, engaging and diverse UFV workplace.

- Lead in fostering an inclusive community by embracing the values of equity and diversity, promoting inclusion and respect for all people, and providing equitable access to services and opportunities.
- Develop intentional strategies to showcase informal leaders and workplace innovators, such as individual employee recognition and reward initiatives
- Enhance and support employee wellness initiatives which support healthy living and work-life balance
- Nurture and strengthen relations with employees through supporting proactive and constructive resolution of workplace issues.

Lead through adopting HR professional best practices

- Work together to build our capacity to be engaged, flexible, resilient and knowledgeable about best practices in our field.
- Continue our strong service culture and work collaboratively in enhancing the value it brings to the university.
- Celebrate together and acknowledge our achievements and our challenges, our joys and our sorrows.
- Increase our understanding of and commitment to a diverse and inclusive workplace.
- Develop and implement a set of human resource metrics to inform our decisions and those of the leaders we support.
- Champion the belief that people are our business, and the reason we choose to work in HR