The Human Resources mission of the University of California, San Diego is dedicated to exemplary service in support of the teaching, research, patient care, and public service excellence of the University. The ability to fully accomplish this mission largely rests in our efforts to attract, retain, and motivate a workforce of the best qualified people whose diversity and skills contribute to and sustain this excellence.

We recognize the imperative to strategically invest in our workforce, the people who form the partnership chain of our institutional effectiveness. This effectiveness must be judged, measured, and maintained by the results of our human resources leadership and program efforts that value employees and maximize their potential. In principle, our organizational policies in this regard must represent standards of fairness, consistency, and objectivity and resultant actions must represent compliance.

This workplace is also one that is "progressively informed" in its human resource practices and must be representative of decentralization, innovation, and flexibility in its decision-making; thus, allowing for a methodology of post audit will determine the measure of compliance and accountability.

Consistent with the above, we affirm the following University of California systemwide human resource value and principle statements for the management of human resources:

**Human Resources Values and Principles:**

- Strive for excellence.
- Exhibit the values of honesty, integrity, collegiality, and respect for faculty, staff, students, and the public in our work and conduct.
- Commit to the recruitment, development, and retention of highly qualified staff.
- Encourage, support, reward, and recognize individual and team performance, creativity, and innovation.
- Enhance the University of California's human resource potential by facilitating delegation of authority, responsibility, and accountability to the most reasonable organizational and staff levels.
- Design programs and services that reflect the diversity of the workforce.
- Commit to effective employee training and development strategies to assure staff expertise and excellence.