The Human Resources mission at the University of California is to effect a strategic investment in the people who support the University's mission by developing and advancing human resource goals that will enable the University to recruit, develop, and retain the most qualified and talented staff. Human resource goals, policies, programs, and services are guided by and reflect values and principles that are consistent with the high quality of the University's academic achievements.

The University's human resource philosophy encompasses the following core values and principles, which are applied with a view towards fostering the level of staff expertise and quality necessary to sustain University of California's continued excellence.

**Core Values and Human Resource Principles**

- We strive for excellence.
- We exhibit the values of honest, integrity, collegiality, and respect among faculty, staff, students, and the public in our work and conduct.
- We are committed to the recruitment, development, and retention of highly qualified staff.
- We encourage, support, reward, and recognize individual and team performance, creativity, and innovation.
- We enhance UC's human resource potential by facilitating delegation of authority, responsibility, and accountability to the most reasonable organizational and staff levels.
- We design programs and services that reflect the diversity of the workforce.
- We are committed to effective employee training and development strategies to assure staff expertise and excellence.