Our Vision

We recognize people as UC Irvine’s most valuable resource and create an environment that promotes excellence in the workplace.

Our Mission Statement

To integrate HR into the life and work of the university by providing trusted leadership in the recruitment, retention, development and well-being of the university community.

Our Values

**Integrity:** We earn the trust of those around us through honest interactions, objective analysis, transparent operations and consistent delivery of information to all internal and external UC community and affiliates.

**Expertise:** We advise the campus community by providing accurate information, training and access to resources that ensure compliance with Federal and State law, as well as systemwide and campuswide policies and practices.

**Customer Service:** We provide timely assistance, guidance and tools to empower our clients based on understanding and anticipating their needs.

**Respect:** We demonstrate mutual respect for each other, colleagues and clients by modeling tolerance, acceptance of differences and recognition of boundaries in or interactions.

**Teamwork:** We work cooperatively with our colleagues and clients to facilitate successful, positive interactions.

**Efficiency:** We streamline our delivery of services through a commitment to continuous review of all processes, tools and information without compromising quality.
Our Aspirations

**Employment Services:** Employment Services provides consistent and trusted advising on recruitment and retention of top talent to meet UC Irvine’s mission and goal of excellence.

**Benefits:** Benefits increases employee knowledge to make well-informed decisions and empowers employees to become champions of their own health and welfare plans.

**Compensation:** Compensation creates a framework that fosters a climate such that all employees feel they are compensated on a fair and equitable basis.

**Workers' Compensation and Disability:** Workers’ Compensation and Disability is the systemwide role model in providing caring service when accidents or illnesses occur and returns employees to productive work in order to retain trained and knowledgeable employees and to mitigate risk for the university.

**Wellness:** Wellness is the hub for the promotion of well being of university employees and campus community.

**Employee Relations:** Employee Relations creates and supports an environment where all employees are treated with dignity and respect while reducing risk and managing to positive outcomes and behaviors.

**Labor Relations:** Labor Relations creates an environment of mutual respect between the university and labor while ensuring compliance with collective bargaining agreements.

**Conflict Resolution Services:** Conflict Resolution Services creates understanding between members of the campus community resulting in better and more productive relationships.

**Professional Development and Training:** Professional Development and Training creates a learning environment that enables staff members to make meaningful contributions to the educational and research missions of the university, and provides career and professional development training opportunities.

**Communications:** Human Resources proactively manages HR communication to create an informed community and positive HR image.

**Stakeholder Management:** Human Resources builds trusting relationships with customers and stakeholders such that stakeholders proactively communicate and seek out HR professionals for advice.

**HR Data Analysis & Reporting:** Human Resources creates campuswide and systemwide databases that provide easy access to reliable data.

**HR Technology:** Human Resources promotes the use of HR technology to improve campuswide efficiency.

**Internal Operations:** Human Resources encourages a feeling of community and provides efficient operations in the provision of HR business practices.