

VISION: As a strategic partner, foster positive relationships by providing superior service that supports excellence in teaching and learning.

STRATEGIC DIRECTIONS

Recruitment, Retention & Talent Acquisition

1. Ongoing redevelopment of the HR website to improve employee service pathways, applicant resources, development of FAQs, and support for committees
2. Continue to refine recruitment strategies based on best practices and metrics while enhancing the VIU Brand
3. Review and redevelopment of training programs offered for committees and hiring managers

Employee Relations

1. Engage in bargaining activities that include open communications with all unions, consultation with PSEA, and determination of bargaining plan
2. Comprehensive review of policies within Human Resources and VIU for re-alignment
3. Complete Key Employee Relations Initiatives

Total Compensation

1. Implementation of new Excluded compensation framework and revision of JE process
2. Revision of HR compensation procedures
3. Wellness Framework development and implementation coordinated with Student Affairs

HR Systems & Administration

1. Develop and deploy new recruitment module
2. Support for development of Unit 4 human resources, and payroll module
3. Enhancement of onboarding and orientation procedures through comprehensive UBW forms and workflow processes

Organizational Development

1. Support for initiatives resulting from the People Plan
2. Formulate proposed Organizational Learning and Development portfolio and obtain support for staffing and training budget
3. Develop programs that support employee engagement and enhance workplace culture

People Plan

1. Complete development of draft People Plan
2. Complete the communication and implementation of the Plan, including initial action items
3. Establish reporting out processes for action items within the People Plan

SUPPORTING PRINCIPLES



Provide superior service to all



Practice and promote ethics and integrity



Provide consultation through collaboration



Recognize and value each employee



Engage in strategic initiatives at all levels



Cultivate positive relationships