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# HIGH PERFORMANCE CULTURE

## UMASS MEDICAL SCHOOL STRATEGIC GOALS

### HR STRATEGIC IMPERATIVES

**HR Mission Statement:** Human Resources will support the UMMS mission by:

- Providing a nimble, service-oriented HR infrastructure aligned with the UMMS strategic plan and with the HR strategic objectives. HR is committed to maintaining a high level of customer satisfaction and to supporting organizational and fiscal growth;
- Fostering a positive culture and an inclusive, diverse work environment that values the institution's greatest asset, its people, and encourages the empowerment of staff;
- Promoting a rewarding work experience that supports the recruitment, hiring, engagement and retention of top-tier talent needed to ensure that UMMS remains one of the premier academic medical centers in the world;
- Recruiting, hiring and investing in superior talent and promoting a learning environment that includes professional and career development programs that enable people to realize their full potential at UMMS; and,
- Ensuring our compensation/total rewards and talent management programs are designed and executed to maximize performance and are aligned with UMMS' goals.

**HR Vision:**

HR is an agile, trusted, strategic partner delivering best-in-class services and organizational development solutions that contribute to the success of UMMS through the attraction, retention and engagement of a talented and diverse workforce.

**HR Values:**

- Integrity
- Civility
- Diverse Perspectives
- Responsive
- Accountability
- Ethics

#### UMass Medical School Core Competencies

ACCOUNTABILITY INITIATIVE PROBLEM SOLVING/DECISION MAKING QUANTITY/QUALITY OF WORK SERVICE ORIENTATION DIVERSITY & INCLUSION LEADERSHIP/MANAGEMENT