

**OUR HR MISSION**

The Human Resources team at Western Engineering is a cohesive, collaborative team of professionals dedicated to supporting all programs, departments and units at Western Engineering. We strive to support, recruit and develop Western Engineering's most valuable resource - it's employees. We do this with integrity, responsiveness and professionalism by adhering to Western Engineering's Values statements to provide the best service to our employees.

**OUR HR VISION**

- Western Engineering will be the Faculty of choice for employment at Western University
- To be a valued partner at all levels of the University

**LINK TO FACULTY STRATEGIC PLAN**

The Human Resources team at Western Engineering is committed to supporting the Workplace Culture strategic goals of Western Engineering as outlined in the Western Engineering Strategic Plan: *The Next 5 Years: Achieving Excellence on the World Stage* (October 2014).

**GOAL: CREATE AN EFFECTIVE AND RESPONSIVE ORGANIZATION**

**OBJECTIVE:** Develop an organizational structure and workplace culture that promotes respect, collaboration and teamwork.

**ACTIONS:**

- Ensure that all faculty and staff have clear career paths, and that opportunities exist for advancement and professional growth.
- Provide continual training and skills upgrading to retain highly qualified personnel and improve the work experience.
- Identify and actively develop future leaders.
- Provide effective leadership to support staff and technicians in all departments to enhance their contribution to the Faculty's mission.

**GOAL: ENABLE A SUPPORTIVE WORKPLACE ENVIRONMENT**

**OBJECTIVE:** Improve faculty and staff morale and satisfaction

**ACTIONS:**

- Promote a supportive and "family-friendly" culture.
- Recognize and actively assist faculty and staff who have increased family responsibilities.

Western Engineering's Mission, Vision and Values statement can be found at:

[http://www.eng.uwo.ca/faculty\\_staff/img/Values\\_Mission\\_Statement.pdf](http://www.eng.uwo.ca/faculty_staff/img/Values_Mission_Statement.pdf).

## CURRENT ENVIRONMENT

Western Engineering is embarking on a major expansion of faculty to complement a planned growth in student numbers. We are working towards a steady state first year undergraduate enrolment of 600 students beginning 2016/17. To support this growth, the faculty complement size will grow to 120 and staff complement size to 70 by 2019. With the planned growth in faculty, an expected increase in graduate enrolment of 100 is anticipated. A new 100,000 s.f. building is planned to open in September 2018.

## HR OBJECTIVES TO MEET WESTERN ENGINEERING'S STRATEGIC GOALS 2016 - 2019

### HR INFORMATION SYSTEMS

- 1. Redesign and implement management systems to improve workflow to replace paper forms and manual processes to increase employee productivity**
  - 1.1. Partner with leaders addressing their emerging human resource priorities
  - 1.2. Partner with ITG/ITS to develop and deliver high quality and responsive IT/IS capabilities in key areas
  - 1.3. Establish systems that ensure maintenance of the knowledge of key human resources procedures
  - 1.4. Provide accurate and reliable HR data through regular management reporting to facilitate decision making

### RECRUITMENT

- 2. Attract and hire the highest quality staff and faculty**
  - 2.1. Develop strategic recruitment strategies and processes for faculty and staff positions
  - 2.2. Strengthen existing orientation programs for new employees

### RETENTION

- 3. Provide opportunities and support systems in Engineering to improve retention**
  - 3.1. Implement the recommendations of the Engineering WE Act Advisory committee and continuously evaluate progress made
  - 3.2. Promote and support faculty & staff social activities and initiatives
  - 3.3. Ensure employees have the skills necessary to support growth in key program areas
  - 3.4. Support employees through change management initiatives

### TRAINING & DEVELOPMENT

- 4. Support individual career aspirations and growth of faculty and staff**
  - 4.1. Promote greater leadership capability by offering/promoting professional and career development opportunities that are responsive to Faculty and employee needs
  - 4.2. Support performance management best practices
  - 4.3. Provide resources and support for the staff mentorship group and the faculty mentorship committee

- 4.4. a. Support Western award and recognition programs
- b. Support external award and recognition programs

## **WELLNESS**

### **5. Promote wellness in the Engineering community**

- 5.1. Provide support to employees with increased family responsibilities
- 5.2. Provide referral and support to faculty and staff related to leaves of absence and return to work
- 5.3. Promote a safe, healthy and inclusive workplace that encourages work/life balance for faculty and staff