



## Focus on People: Workplace Practices at UBC

**U**BC is dedicated to providing its faculty, staff and students with the best possible resources and conditions for learning and research and creating a working environment dedicated to excellence, equity and mutual respect. *Focus on People: Workplace Practices at UBC* is a framework that sets out strategies and corresponding initiatives to consider how we may improve or rethink our daily practices in order to create the workplace contemplated by and for staff and faculty members at UBC.



The framework was developed in response to a campus-wide consultation with faculty and staff. At its very core, the framework continually addresses the questions “why I joined UBC” and “why I stay at UBC”. Fundamentally, our people practices are a shared responsibility that is very much part of the social fabric of UBC.

We encourage you to find out more by visiting <http://www.focusonpeople.ubc.ca>.

*The following strategies were determined by our staff and faculty as being priorities in the University’s people practices:*

<b>STRATEGY ONE</b>	<b>STRATEGY TWO</b>	<b>STRATEGY THREE</b>
<p><b>Develop a sustainable, healthy workplace.</b></p>	<p><b>Retain staff and faculty through positive opportunities and incentives.</b></p>	<p><b>Foster leadership and management practices.</b></p>
<p>There is a shared responsibility between the organization and the individuals within it to create an environment that is socially and financially sustainable and resilient. By promoting health and wellness as a campus-driven initiative, we ensure a productive and progressive work culture.</p>	<p>A career at UBC is enriched with a sense of belonging, purpose, and dedication. Whether it be at our Okanagan campus, at our hospitals, or in the research field, we value and reward our staff and faculty initiative, talent, and dedication by providing an experience that is meaningful and respectful.</p>	<p>Leadership that is grounded in strong values build the capacity of all staff and faculty to contribute and flourish. By doing so, we engage leadership behaviour at all levels in the organization.</p>
<b>STRATEGY FOUR</b>	<b>STRATEGY FIVE</b>	
<p><b>Attract outstanding talent to UBC.</b></p>	<p><b>Identify and share institution-wide goals.</b></p>	
<p>In the competition to recruit the best possible staff and faculty for our institution, we can ask ourselves, “What makes UBC a great place to work”? Our answers demonstrate why we are an outstanding organization.</p>	<p>Connecting with each other and establishing a sense of community comes from personal interactions, through volunteering, and sharing successes with each other. Attend a congregation ceremony on campus, cheer on our team at a varsity game, or attend free events on campus such as Celebrate Research Week to gain a greater understanding of our purpose.</p>	

# What does this framework mean for ...

## THE ORGANIZATION

shift

The focus on our people practices will profoundly affect our culture at the University and provide the means to retain and attract outstanding staff and faculty to provide an enriched academic environment for our students.

integrate

Regardless of campus location or geography, our workplace is now one cohesive vision, with clearly articulated goals, expectations, and organizational values.

create

With this framework in place, we remain accountable to our community members by creating an environment that is honest, transparent, diverse, and respectful.



## THE DEPARTMENT

lead

Instill a sense of leadership in each staff and faculty member through professional development and a celebration of shared successes.

develop

We mentor and coach our staff and faculty with the support they need to chart their career with the University.

attract

Become ambassadors for the UBC as an employer by creating a story, a spirit, and an experience for prospective hires, students, and alumni who wish to pursue a career with us.



## THE INDIVIDUAL

engage

Develop an understanding of how this framework will ultimately shape your experience at the University and how involved you want to be as a UBC community member.

connect

Step outside your department and interact with peers who have similar interests, skills, or industry expertise and find ways to collaborate and share experiences and learnings.

promote

Spread the word about UBC's people practices and why we stand behind our commitment to building a stronger community with our faculty, staff and students.



Read more about the Focus on People framework, along with FAQs, at [www.focusonpeople.com](http://www.focusonpeople.com).  
Tell us about your department's Focus on People success story by emailing [focusonpeople@ubc.ca](mailto:focusonpeople@ubc.ca).