

**CSU** The California State University  
WORKING FOR CALIFORNIA

**DISCUSSION DOCUMENT**

**A Strategic Vision  
for Human Resources**

*Organizational Possibilities*

CSU HR Officers Conference  
February 25 – 26, 2008  
Chancellor's Office  
Long Beach, CA

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**A Strategic Vision**

- The people who work for the CSU are vital to accomplishing its mission.
- The role of Human Resources is to provide leadership within the community of faculty, staff, and administrators to ensure that we can recruit, retain and engage a highly talented and diverse workforce in accomplishing the university's mission.
- We believe that an environment that values leadership, integrity, trust, excellence, teamwork, and communication is essential.

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Employees are engaged and productive with the skills and behaviors required to meet the CSU mission

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University demonstrates concern for faculty, staff and administrators' health and safety

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Risk and issues of compliance are well managed

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The University environment is inclusive

**There is an environment of  
continuous review and improvement  
supported by effective technology**

**Relations with the unions are collaborative  
and focused on accomplishing the  
University's mission**

**Management decisions are made using  
appropriate data and information**

**A Strategic Vision  
for Human Resources**

*Organizational Possibilities*