Last Updated: August 14, 2015

UNIVERSITY OF WATERLOO

Office of the President

MISSION

Together
Everyone
Achieves
More

We are committed to serve with **Integrity** and **Respect.**

We are committed to **Innovation** and **Continuous Improvement** in all that we do.

We are committed to build the **Reputation** of the University in all areas of our work.

OUR FUNDAMENTAL/GUIDING PRINCIPLES

Identity – institutional literacy –what is UW trying to achieve, who do we serve, what are our constituents needs, what's going on in the sector, what are our competitors doing – the opportunity to understand how we fit in, how we can be meaningfully involved in achieving institutional success.

How we support Identity: Wide sharing of information, accessible leadership, open forums, engagement with campus stakeholders and gaining institutional knowledge beyond our office in order to support the strategic plan.

Participation – we **all** own the challenge and the challenge is the success of the institution. The opportunity to influence decisions and to exercise the responsibility to solve challenges.

How we support Participation: Employee involvement, participative management, suggestion systems, encouraging others to make decisions and accepting responsibility for decisions.

Equity – we are accountable to one another "not just to our boss", willing to take responsibility for our actions, the right to be literate, to be involved, to be responsible and to become increasingly competent.

It's not just a "money" thing.

How we support Equity: goal sharing, tracking and reporting of performance and progress, sharing knowledge, sharing best practices.

Competence – becoming increasingly effective in what we do. The ability to respond to the constant demand for improvement and change. Is there a better way?

How we support Competence: Training, development, job enlargement, having the right tools to do the job, a willingness of all of us to help others become more competent.