

Informed by 28 years of HR experience

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## HR PRINCIPLES



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*HR carries a responsibility comparable to that of a midwife. We help bring to life the hopes others express for a humane and productive UW Tacoma.*

### The Core Promise of HR

To help build a positive, productive UWT.

#### ABOUT HR'S CORE PROMISE

At its best, HR contributes to creating a sustainable UWT, one that is vital, innovative, and resilient. Four principles inform how this promise is fulfilled.

### The Fourth Principle of HR

It's about heart—

Commitment

...to deliver on our promise

...to appreciate another's reality and reach more informed solutions.

...to face challenges, innovate, advocate, and communicate

Courage

### The Second Principle of HR

We create UWT's culture through the people we hire, the policies we adopt, the decisions we each make, and the practices we follow. The employees of UWT embody its culture.

Our decisions matter. What we do and how we do it reveal how much our actions and aspirations align.

### The Third Principle of HR

It's about relationships.

Our roles and contributions at UWT come to life through the choices we make in the moment when interacting with others.