

WELCOME LETTER FROM LISA CASTLE, AVP, HUMAN RESOURCES

Welcome to the University of British Columbia and thank you for choosing UBC as the place you want to work.

People create the community we know as UBC – faculty, staff, students, alumni, residents and visitors. My welcome is especially for faculty and staff, the people who have chosen a working relationship with UBC.

UBC's goal is to exceed your expectations in opportunities – broadly defined – and to treat you with dignity and respect. We want to create the extraordinary.

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It is implicit that it is a journey and this is our destination. Are we there yet? In this large complex place – now with two campuses, UBC Vancouver and UBC Okanagan -- sometimes yes, sometimes no and sometimes maybe. Do we want to be there? Most definitely and resolutely, yes.

There are many people practices that are critical to achieving our goal, such as:

- We have to grow and develop our people;
- We have to ensure leadership at all levels of the organization;
- We have to provide a safe, healthy environment; and
- We have to connect people in their individual pieces of the University to the goals outlined in Trek.

**We all create this
extraordinary place to
work, to study, to live
and to contribute
together.**

The University community has just adopted its vision, mission and goals through 2010. We're calling it a global journey. There will be strategies to focus upon each year. Take the time to become involved in ensuring the University community gets it right, if you will, and to find your connection, your home, your reason for choosing UBC.

We are also embarking upon a series of conversations as a community on what we want for our people. With many months of input, HR has developed a discussion paper on a [People Plan for UBC](#). We propose some thoughts, best practices, ideas, actions, gaps, solutions. Please engage in the process over the next months – we want to hear as many voices as possible talk about what is important, why it is important, what our priorities should be and above all, answering the fundamental questions of “why should I join UBC” and “why should I stay at UBC”.

Finally, I'd like to suggest what you, as you embark upon your journey here, can contribute to our community, so that all of our efforts are focussed and harnessed on achieving the extraordinary:

- Be passionate;
- Be respectful;
- Bring your creativity to work – stretch;
- Trust;
- Demonstrate leadership;
- Grow and learn – in formal and informal ways;
- Share;
- Express yourself and listen to others;

- Strive for balance;
- Contribute your ideas to the community;
- Take care of yourself and your family – find healthy ways to manage all of the demands on your time – be well.
- Experience the magnificent surroundings.
- Play is good.

Again welcome to UBC. Thank you for choosing us. Enjoy our journey.