Organizational Culture

Our Goal:

The University is built upon a foundation of community, where members feel an innate sense of belonging. This community fosters a culture of trust, civility and respect. As a result of these behaviours, our institutional community carries forward this philosophy through service and organizational citizenship.

- The institution embraces workplace justice and integrity to ensure people feel safe asking questions, challenging thoughts and exercising academic freedom.
- The University recognizes that trust is the cornerstone for productive social encounters and working relationships.
- The community holds common values for problem solving.
- The institution appreciates and values every role and contribution.
- We recognize that individuals and systems are connected. We create and reinforce our systems through our patterns of behaviour.

Call to Action:

Faculties and departments are characterized by their academic freedom and integrity, and by functioning in a transparent, accountable manner.

Intentional and consistent effort is put forth to identify and engage in addressing behaviours that are not aligned with our values and desired culture.

Leaders will effectively address difficult situations to create a pervasive sense of social justice and inclusion.

Community members understand how their role contributes to the overall mission of the University. Individuals will feel part of a greater community and act in sincere and trustworthy ways. Individuals act responsibly with grace and integrity.

This will be realized when we embrace healthy debate, advance knowledge, reward collaboration, and inspire creative thought.

This will be achieved through the following:

1. Open discussions and professional dialogue (i.e., committee membership, staff forums, team meetings, etc.)
2. Leaders acknowledge our collegial spirit and are respectful of the diversity within our community (i.e., scholastic achievement, research excellence, institutional recognition).

3. Courage to challenge the status quo, ask difficult questions and change behaviours.

Institutional resources include but are not limited to:

- New Faculty and Staff Orientation
- University of Alberta Strategic Plan
- Strategic Plan for Equity, Diversity and Inclusivity

Information directly modified from:

CSA Standard for Psychological Health and Safety in the Workplace www.csagroup.org, Workplace Strategies for Mental Health www.workplacestrategiesformentalhealth.com/, Guarding Minds @ Work www.guardingmindsatwork.ca/