

# ACADEMIC PERSONNEL STRATEGY MAP

## Mission

The primary mission of Academic Personnel is to support the appointment and retention of the best faculty, librarians, and other academic personnel for a global university. We promote equitable treatment while ensuring compliance University-wide with internal and external laws, policies, and regulations. We consult, advise, and solve problems regarding appointments, policies, and employee relations issues. Communication with our partners is key to our success. Our focus on career advancement, compliance, and risk mitigation help to ensure the success, reputation, and competitiveness of the University. We do this in support of the mission and goals of the University with a focus on promoting and advancing our faculty, librarians and other academic personnel.

## Vision

To be recognized and respected as a provider of superior services and an expert institutional resource in support of a high quality work and learning environment.

## Values

Excellence Collaboration Integrity  
Innovation Diversity Respect Service

## Who We Are

The AP team, with its subject matter expertise, brings an institutional perspective to the oversight and guidance it provides.

Academic Personnel  
Administration

Academic Human  
Resources (AHR)

- Academic Human Resources Operations
- International Scholars Operations (ISO)

Equal Opportunity and  
Affirmative Action  
(EOAA)

Office of Research  
Misconduct  
Proceedings (ORMP)

Strategy and  
Information  
Management (SIM)

## Strategic Priorities for Enhancement

Leverage Technology

- Automate manual processes
- Utilize centralized data

Expand AP Partner Training

- Provide relevant & timely training
- Facilitate compliance with laws, policies, and regulations

Enhance Communications

- Provide current and accessible information
- Respond to needs of users
- Be a reliable resource

Enrich AP Team Opportunities

- Foster subject matter expertise
- Recognize contributions and accomplishments