Human Resources, Rights, and Risk Vision

The vision for the Division of Human Resources and Risk Management is to create and promote decentralized and centralized division programs designed to build and nurture relationships and provide proactive, timely, and effective delivery of services. The services will be delivered directly at multiple locations or by self-service methods via the web. The services will be led and supported by a central policy/strategic operation.

Human Resources, Rights, and Risk Mission

The Human Resource and Risk Management Division is committed to striving for excellence and effectively serving to support Eastern Washington University's mission and vision and its employees. We provide responsive, timely and effective services, advice, counsel and legal compliance in the functional areas of: Employment, Recruitment, Compensation, Classification, Employee and Labor Relations, ADA Reasonable Accommodation, Organizational and Human Resource Development, HR Information and Records, Benefits Administration, Environmental Health and Safety Administration, Human Rights, and Risk Management. The division serves 1150 regular benefited faculty, administrators and civil service employees, 200 non-student temporary employees, 150 managers/supervisors, students and the Executive Level of the institution.

Human Resources, Rights, and Risk Values

Integrity. We must be truthful, trustworthy, and ethical.
Collaboration. We must work effectively with others involving all affected parties with the University in all processes to achieve meaningful and lasting results.
Customer Orientation. We must strive to set challenging goals which provide quality service to students and/or internal customers, focus on output, and assume responsibility.
Human Resources. We must respect all people by providing opportunity, empowerment, challenge, and appropriate rewards.

Strategic Goals

Recruiting and retaining qualified applicants
Valuing, educating, and rewarding all employees and supervisors
Developing and maintaining effective HR management systems and information
Nurturing employee and departmental relationships
Creating flexible and timely processes, programs, and policies
Creating and maintaining a healthy and safe work environment
Providing knowledgeable and effective advice and counsel
Assessing the effectiveness of the division programs and services continually and making necessary adjustments