

## **Our shared vision for a campus work environment is one where:**

Everyone feels engaged in our supportive community and embraces UMBC's mission of effectively blending high-quality teaching, advanced research, and social responsibility. Regardless of their role, people understand their contribution to creating a learning environment in which students, faculty, and staff succeed.

We are committed to the health and wellbeing of our faculty, staff, and students; and we co-create an environment that physically, mentally and emotionally sustains us. We embrace our responsibility to care for our planet by using our natural resources wisely and efficiently.

We are a "place of possibilities" where we are innovative, responsive, and adaptively resilient when faced with challenges and change.

Our colleagues feel welcome and informed, are able to perform their roles effectively, and are excited about UMBC as a place to work.

UMBC is a place where people support one another, create effective solutions, and work through differences with respect and civility. People throughout the organization excel at collaboration and teamwork.

Those in leadership roles provide excellent management and supervision so that people are high-performing and responsible, are motivated and fulfilled, maximize their potential, and continually learn and grow.

People throughout the university provide leadership in ways that inspire, encourage, and focus energy and resources on the efficient achievement of goals.