

# Finance North Star

We are a **collaborative, trusted partner** delivering transparent, strategic, and **service-driven financial stewardship** that empowers our people and the university community, advances the public good, and aligns resources to achieve **meaningful outcomes** in transformative education, exemplary, high-impact research, and innovation.



# The North Star grounds the work ahead in the Alignment.

We envision an HR function that empowers the University by fostering a vibrant, community where all employees thrive. Through **aligned, efficient, and consistent services and processes**, and strategic partnerships, we support every stage of the employee journey and advance the objectives of the University, its colleges, and divisions. Our work **advances institutional excellence** in teaching, research, service, and extension by delivering structure/functions, initiatives, and services that **attract, develop, engage, and retain top talent**.

## Alignment Project Feedback

We envision an HR function that empowers the University through inclusive, responsive, and strategic service — supporting every stage of the employee journey, fostering belonging and accountability, and advancing institutional success in alignment with the values of higher education and public service.

## Our Mission

The CSU Division of Human Resources advances university priorities through strategic partnerships, initiatives, and services that attract, develop, engage, and retain top talent.

## Our Vision

The CSU Division of Human Resources aspires to create a vibrant, diverse, and inclusive community where employees thrive. By developing opportunities for engagement, promoting growth, and leveraging strategic partnerships, we foster a culture where our people can achieve their full potential and contribute to the University's excellence in teaching, research, service, and extension.



# Guiding Principles

## **Cultivate Talent**

We will cultivate the strengths and excellence of our employees by providing professional growth and development opportunities.

## **Seek to Understand**

We will consult with units, departments, and all other stakeholders to comprehensively understand resources, needs, and operational impact in each area.

## **Connection**

We will ensure, regardless of reporting structure, that staff remain connected and an essential part of their respective units.

## **Advance the CSU land-grant mission**

We will ensure alignment with the CSU land-grant mission and strategic direction

