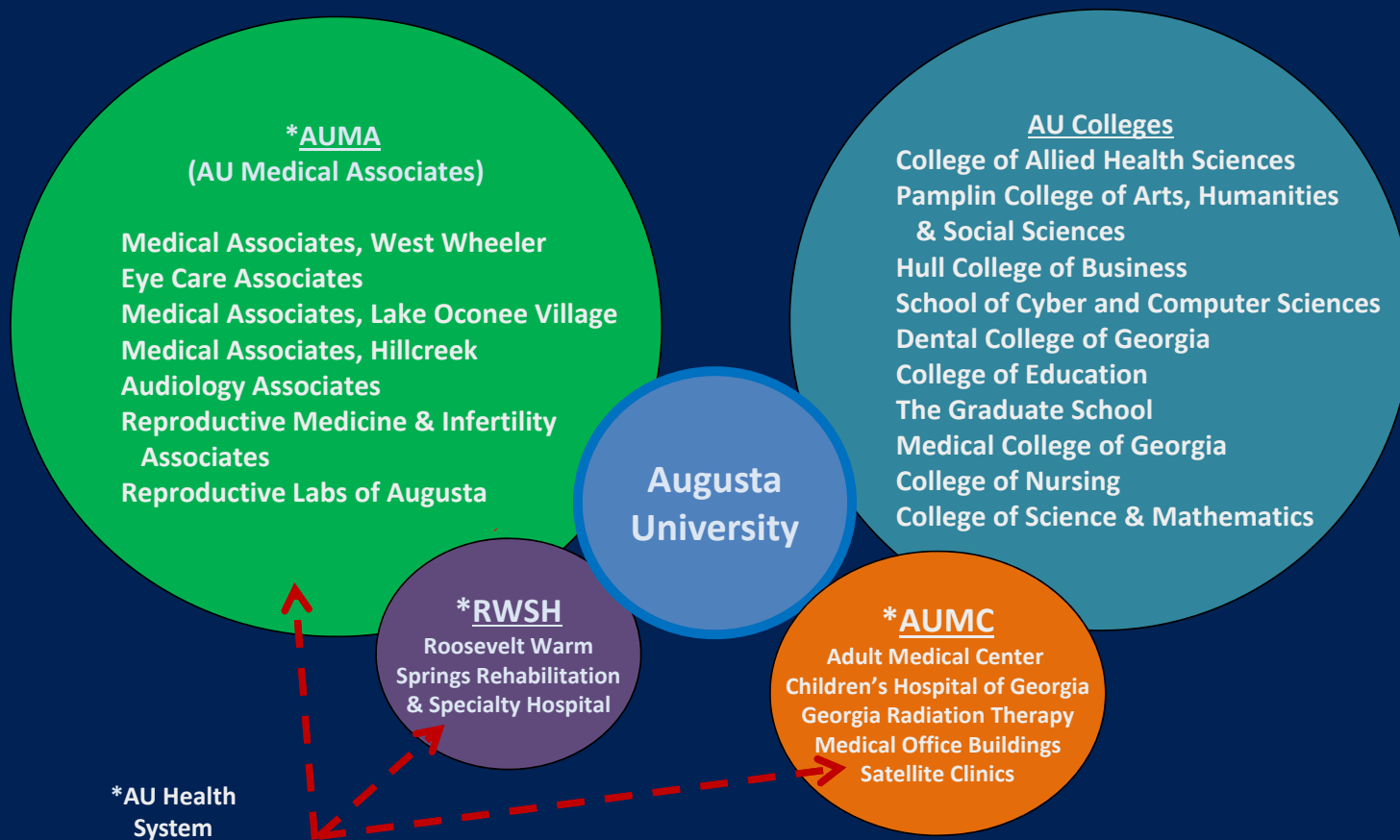


Our Mission, Vision and Values & How Human Resources (HR) Serves You



*Susan A. Norton, MS, SPHR
Vice President, Human Resources and
Chief Human Resources Officer*

Welcome



****Georgia War Veteran's Nursing Home and Georgia Correctional Healthcare** are State of Georgia entities.



 **AUGUSTA**
UNIVERSITY

 **Health**
AUGUSTA UNIVERSITY

**University System of Georgia
Board of Regents, Chancellor**

**Brooks Keel
President, AU
CEO, AUHS**



Executive Leadership



Gretchen B. Caughman, PhD
EVP, Academic Affairs and Provost



Lee Ann Liska, EMBA
EVP, Health Affairs
CEO, AU Medical Center

Russell Keen, MEd
EVP, External Relations
Chief of Staff to the President



David C Hess, MD
EVP, Medical Affairs and Integration
Dean, Medical College of Georgia

Michael Shaffer, BA
EVP, Strategic Partnerships
and Economic Development



Julian J. Nussbaum, MD
EVP, Clinical Affairs
CEO, AU Medical Associates



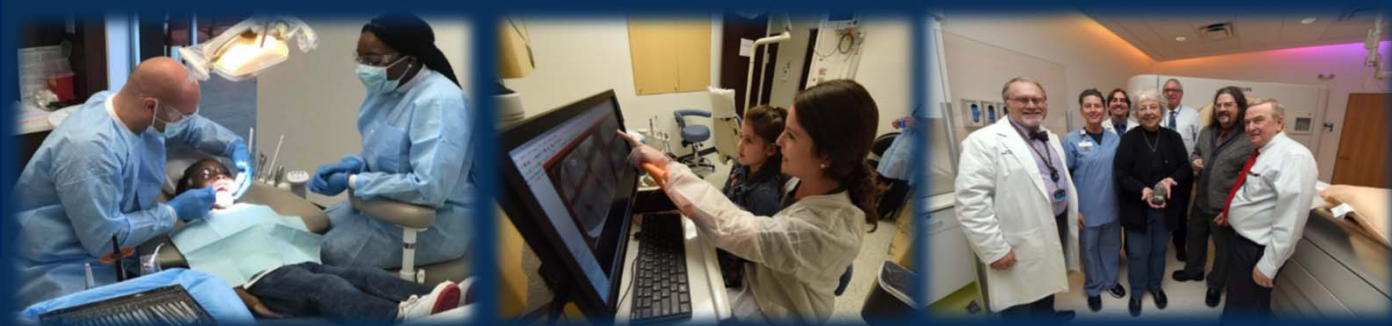
Anthony E. Wagner, MEd
EVP, Finance
Chief Financial Officer

Karla K. Leeper, PhD
EVP, Operations



Mission

Our mission is to provide leadership and excellence in teaching, discovery, clinical care, and service as a student-centered comprehensive research university and academic health center with a wide range of programs from learning assistance through postdoctoral studies.



Vision

Our vision is to be a top-tier university that is a destination of choice for education, health care, discovery, creativity, and innovation.



Values

Collegiality - reflected in collaboration, partnership, sense of community, and teamwork.

Compassion - reflected in caring, empathy, and social responsibility.

Excellence – reflected in distinction, effectiveness, efficiency, enthusiasm, passion, and quality.

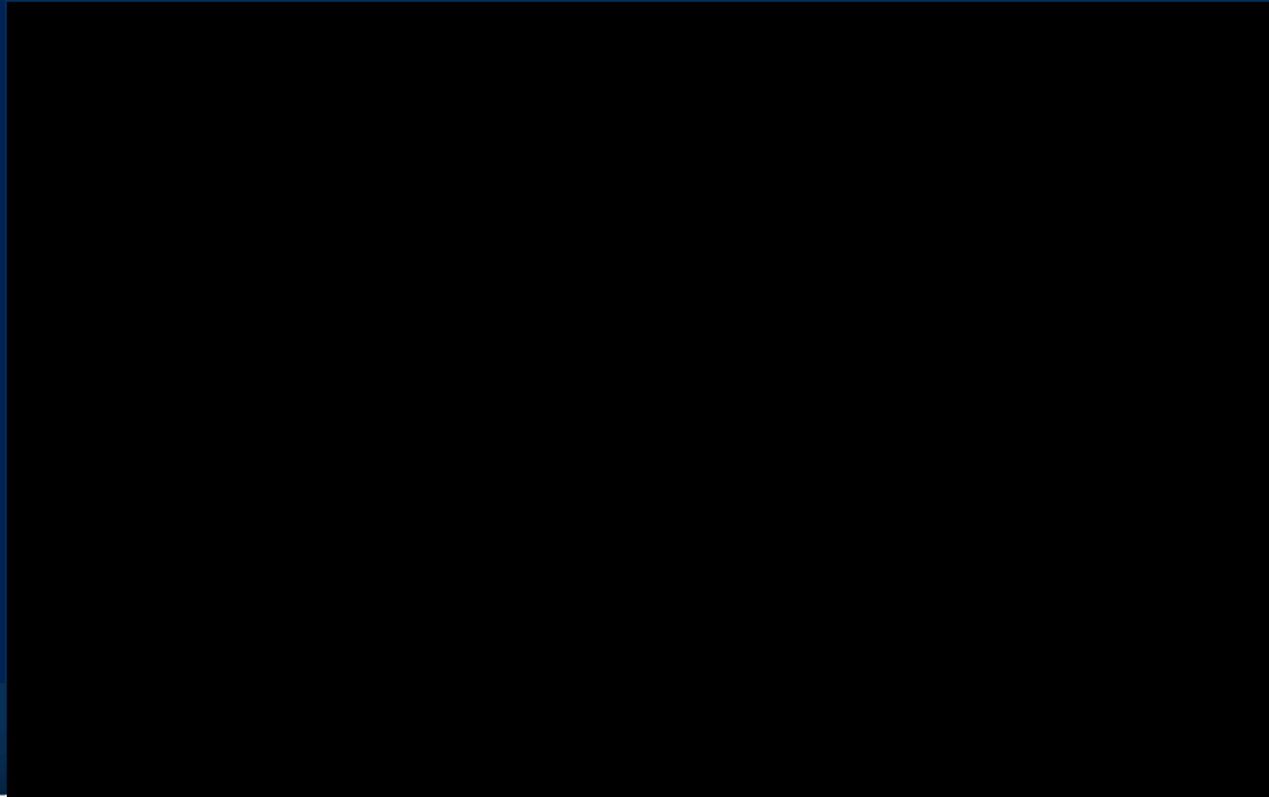
Inclusivity – reflected in diversity, equality, fairness, impartiality, and respect.

Integrity – reflected in accountability, ethical behavior, honesty, and reliability.

Leadership – reflected in courage, honor, professionalism, transparency, and vision.



Values



What Human Resources Does

- Provides advice and counsel on human resource matters
- Plans, develops & implements programs to promote a positive, productive and ethical workforce
- Encourages strong and transparent communications to foster openness and trust
- Supports strategies to:
 - Increase diversity
 - Build consensus and collaborative relationships
 - Promote employee engagement and improve morale
 - Retain talent and foster career advancement opportunities



Human Resources ~ Location(s)

Pope Avenue	Annex 1
AUMC Benefits	AU Benefits
Classification & Performance Management	Learning, Leadership & Development
AUMC Employee Relations	AU Employee Relations
Talent Acquisition & Management	HRIS & Reporting
AUMC Records	AU Records
Employee Health & Wellness	

Your Role



- Find out what is expected
- Get involved
- Get to know Augusta University
- Communicate (it's a two-way street)



Employee Advisory Council

Serves in an advisory capacity as a representative of employees to leadership and staff on matters and policies that impact classified employees.

- Facilitate and maintain an open line of communication.
- Advocate concerns by acting as a liaison to resolution.
- Promote and encourage professional growth.
- Plan and coordinate activities to build community.
- Boost morale and increase employee satisfaction.
- Review policies, programs, and procedures consistent with changing demands.



New Hire Checklist



Managers should return checklist within 30 days to HR Records

Your Conversation with Your Manager

- Start this week
- Key tasks
- Review goals
- Confirm dress code
 - AU Health System employees are required to wear standardized uniforms and scrubs. *Please consult with your supervisor for more information. Uniforms can be purchased in the Health Sciences JagStore.*
- Confirm work schedule
- First week, second week – what to expect
- Inclement weather- essential personnel



Licenses, Certifications and Credentials

- Must not lapse or expire
- Remain in active status
- Provide primary source documentation to manager and Human Resources prior to expiration date



We Believe in a Respectful Work Environment

Affirmative action/equal opportunity/equal access
employer **prohibits discrimination** on the basis of:

- age
- disability
- gender
- national origin
- race
- religion
- sexual orientation
- veteran status

Zero Tolerance Policy:

- unprofessionalism
- harassment
- disrespectful behaviors

Engagement in activity will result in disciplinary action up to and including discharge.

We are Committed to Promoting a Tobacco-free Campus by:

- Enhancing student learning, creativity and quality of life.
- Nurturing leaders that promote public health.
- Supporting a safe work environment.



We're Glad You Chose Us!



Every Job is Important!