

# FY22-25 VCA Strategic Plan

## Mission

*Why we exist*

**The VCA Division delivers the essential services and resources that enable excellence at UC Berkeley.**

## Vision

*Where we want to be*

**We are strategic partners who enable excellence at UC Berkeley through exceptional service, leadership, innovation, and organizational effectiveness.**

## Values

*Qualities we embody to guide our actions*

- **People Development** - we support and empower a workforce that is inspired, dedicated, knowledgeable, and service-oriented.
- **Diversity and Inclusion** - we are committed to ensuring equitable representation of diverse perspectives and experiences into our policies and practices.
- **Community** - we foster a safe, accessible, inclusive, and welcoming campus environment for our community.
- **Excellence and Innovation** - we pursue innovation, continuous improvement, accessibility, and sustainability to excel in our services and optimize our resources.
- **Stewardship** - we manage University resources responsibly.

## FY22-25 Objectives

*What we prioritize*

Balanced across four focus areas:

| People   | Placemaking  | Transformation   | Stewardship  |
|--|--|--|--|
| <i>Supporting our campus community.</i>  | <i>Strengthening connections between people and our physical and virtual spaces.</i>   | <i>Enabling change and innovation.</i>   | <i>Managing UC Berkeley resources responsibly.</i>   |
| <ul style="list-style-type: none"> <li>• Increase staff talent retention.</li> <li>• Increase opportunities for staff to engage around issues of diversity, equity, inclusion, and belonging.</li> <li>• Educate and support staff on opportunities for career advancement.</li> <li>• Engage in succession planning.</li> <li>• Ensure continued health and safety for our campus community.</li> </ul> | <ul style="list-style-type: none"> <li>• Develop an adaptable, flexible, accessible, secure, and safe work environment.</li> <li>• Ensure adequate capacity and resilience of physical and web-based space.</li> <li>• Ensure continuity of operations during crisis and disaster events.</li> <li>• Identify, advocate for, and secure critical project funding.</li> </ul> | <ul style="list-style-type: none"> <li>• Reimagine UC Berkeley campus and community safety.</li> <li>• Develop an adaptable and flexible long-term hybrid, i.e. remote and in-person, workforce.</li> <li>• Increase process maturity across campus.</li> <li>• Transition to renewable energy sources and decarbonization of the campus.</li> <li>• Improve programmatic access based on 2021 ADA Self-Evaluation.</li> </ul> | <ul style="list-style-type: none"> <li>• Support financial recovery and stability.</li> <li>• As a “common good” pilot, develop a viable financial model for the network, facilities, utilities, and research support services (in participation with other units).</li> </ul> |