Management Philosophy

Department Purpose or Mission: to advocate and champion sound environmental, occupational, employment, and other business practices in order to safeguard the valuable human, property, program, and financial resources of UAA.

Department Objectives: to achieve safe and healthy working and learning environments using regulatory compliance and other prudent practices that best fit the individual and unique operations and programs at UAA.

Department Operating and Management Style: a support department providing its services as an internal consultant, facilitator, advocate, and educator with a strong emphasis on customer service.

- Education, cooperative efforts, and persuasion are the primarily tools used and when needed on rare occasions, judicious use of mandates and directives through the supervisory lines of authority involving all affected parties.

- A thorough understanding and appreciation of the goals, limitations or constraints, and objectives of individual UAA departments and programs is necessary to assist those operations with meeting applicable standards in a manner that minimizes disruption, costs, management burden, and lost productivity.

- While EHS/RMS may suggest some goals, it is very important to allow individuals and departments to control as much as possible the processes leading to goal achievement.

- EHS/RMS offers or provides a variety resources and tools for compliance achievement, but respects alternate methods that may better fit various program needs or resources that achieve the same or similar results.

- Assisting departments and individuals with fixing the problems that EHS/RMS or others find is essential to our success.

- EHS/RMS rarely functions as a regulatory enforcer. Except in rare cases, enforcement and authority flows through the affected program’s supervisory and management channels. In very serious situations, EHS/RMS can order work stoppages and lock-outs, but makes every attempt to involve appropriate management as soon as possible or practical.
EHS/RMS Teams:

- Each individual team member supports the consensus decision to achieve goals.
- EHS/RMS teams are composed of not just EHS/RMS professionals, but also members from affected departments and individuals.
- Teams understand that higher levels of management sometimes need to be involved at various phases of projects to prevent potential conflicts in decision-making due to peripheral considerations.
- Teams understand that all their decisions may not necessarily be supported by management due to many other considerations like budget availability and effects on other activities that were not foreseen during the team process.
- EHS teams recognize each member’s unique talents, abilities, skills, knowledge and expertise and uses those attributes for developing the best possible product.

EHS/RMS Reports:

- For the most part, reports and findings are vetted through the affected departments and programs prior to general distribution and posting.
- Whenever possible, recipient comments and input will be included in the team reports even when those comments disagree with or clarify report findings.
- Reports are balanced and not only include negative findings, but also contain positive observations and suggested solutions.
- Reports avoid the use of excessive jargon and are presented in plain English with explanations of why a deficiency exists and suggest possible ways to correct a deficiency. However, other styles of reporting can be used depending on the principle need and intended purpose of the report.
- Regulatory references are not usually inserted into reports, but those references must be available if needed or required to clarify or substantiate recommendations or findings.