 Position Linkage Worksheet

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| **Instructions** |
| For individual performance to result in outcomes that support the mission and goals of the university, the employees’ performance expectations and goals must be aligned with the university’s mission and goals. This worksheet will help you create expectations for each position that are linked directly to the mission, goals and objectives of your department.  **Step 1**: Use your answers to the questions on this worksheet to map your departmental goals to the broader goals of the campus and UC. Try to describe how the services of your department link to these broader goals.  **Step 2**: For the identified position in your department, describe the performance expectations that would produce the results that support your department mission and goals. To view the expanded version of the campus’ strategic goals and vision, please visit [UCR 2020: The Path to Preeminence](http://strategicplan.ucr.edu/documents/UCR%202020%20-%20Final.pdf). |
| **Worksheet** |
| 1. **Teaching, Research, Public Service and Patient Care** |
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| 1. **What are the strategic goals of the University of California, Riverside?** |
| 1. Academic Excellence – Developing a Preeminent Research University for the 21st Century   1.1. Increasing Extramural Grant Funding  1.2. Fostering Interdisciplinary Centers  1.3. Optimizing Organizational Structure in Support of Research and Creative Activity  1.4. Building the Infrastructure in Support of Research and Creative Activity  1.5. Identifying and Hiring in Areas of Strategic Priority  1.6. Investing in New Professional Schools   1. Access – Enhancing Opportunity for Graduate, Professional and Undergraduate Students   A. Graduate and Professional Education  2.A.1. Growing Graduate and Professional Enrollment  2.A.2. Increasing Graduate Student Diversity  2.A.3. Increasing Graduate Student Support  B. Undergraduate Education  2.B.1. Enhancing Student Success  2.B.2. Realigning Admissions Criteria and Recruitment  2.B.3. Managing Enrollment  2.B.4. Creating Honor Experiences for High-Achieving Students   1. Diversity – Serving as a National Exemplar for Diversity, Inclusiveness and Community   3.1. Expanding Opportunities for Intellectual Stimulation  3.2. Strengthening the Sense of Community  3.3. Increasing Diversity of Faculty, Graduate Students and Staff  3.4. Enhancing a Sense of Place  3.5. Enhancing the Quality of Life for Students  3.6. Assessing and Addressing Climate  4. Engagement – Shaping our World  4.1. Establishing New Alliances  4.2. Creating Meaningful Engagement Opportunities for Faculty and Students  4.3 Building Institutional Capacity for Engagement from Regional to Global |

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| 1. **What is the strategy/mission of your organizational unit?** |
| Enter organizational unit strategy/mission |
| 1. **What are the mission and goals of your department?** |
| Enter department mission and goals |
| 1. **What are the services/activities/products/results of your department?** |
| Enter department services/activities/products/results |
| 1. **How do these services/activities/products/results support the department’s mission and goals?** |
| Enter how department services/activities/products/results support dept. mission and goals |
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| Enter how department services/activities/products/results support dept. mission and goals |
| 1. **How do these services/activities/products/results support UCR’s mission and goals?** |
| Enter how department services/activities/products/results support UCR’s mission and goals |
| 1. **How do these services/activities/products/results support UC’s mission and goals?** |
| Enter how department services/activities/products/results support UC’s mission and goals |
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| **Identified Position** |
| For the identified position in your department, describe the functions and performance expectations that would produce the services/activities/products/results that support your department mission and goals. |
| **Position** |
| Enter position |
| **Function/Result** |
| Enter function/result |
| **Performance Expectation** *How would you know the function is being done well or the result successfully meets performance expectations?* |
| Enter performance expectation |
| **Position** |
| Enter position |
| **Function/Result** |
| Enter function/result |
| **Performance Expectation** *How would you know the function is being done well or the result successfully meets performance expectations?* |
| Enter performance expectation |
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