 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?**
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| 1. Academic Excellence – Developing a Preeminent Research University for the 21st Century

1.1. Increasing Extramural Grant Funding1.2. Fostering Interdisciplinary Centers1.3. Optimizing Organizational Structure in Support of Research and Creative Activity1.4. Building the Infrastructure in Support of Research and Creative Activity1.5. Identifying and Hiring in Areas of Strategic Priority1.6. Investing in New Professional Schools1. Access – Enhancing Opportunity for Graduate, Professional and Undergraduate Students

A. Graduate and Professional Education2.A.1. Growing Graduate and Professional Enrollment2.A.2. Increasing Graduate Student Diversity2.A.3. Increasing Graduate Student SupportB. Undergraduate Education2.B.1. Enhancing Student Success2.B.2. Realigning Admissions Criteria and Recruitment2.B.3. Managing Enrollment2.B.4. Creating Honor Experiences for High-Achieving Students1. Diversity – Serving as a National Exemplar for Diversity, Inclusiveness and Community

3.1. Expanding Opportunities for Intellectual Stimulation3.2. Strengthening the Sense of Community3.3. Increasing Diversity of Faculty, Graduate Students and Staff3.4. Enhancing a Sense of Place3.5. Enhancing the Quality of Life for Students3.6. Assessing and Addressing Climate4. Engagement – Shaping our World4.1. Establishing New Alliances4.2. Creating Meaningful Engagement Opportunities for Faculty and Students4.3 Building Institutional Capacity for Engagement from Regional to Global |

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| 1. **What is the strategy/mission of your organizational unit?**
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| Enter organizational unit strategy/mission |
| 1. **What are the mission and goals of your department?**
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| Enter department mission and goals |
| 1. **What are the services/activities/products/results of your department?**
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| Enter department services/activities/products/results |
| 1. **How do these services/activities/products/results support the department’s 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 the organizational unit’s 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?**
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| 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?**
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| 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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