

2017/2018 Goal Alignment Categories

Creighton University Working Themes

- **Mission Enhancement**—Creighton is a Catholic and Jesuit comprehensive university committed to a person-centered approach to formation of the men and women who teach, live, learn and work on its campus, and to nurturing a passion for excellence in its community of value-oriented, innovative thinkers engaged in creating a more just, healthful, and vibrant world for all.
- **Academic Excellence**—Creighton’s comprehensive undergraduate, graduate, and professional programs are committed to cultivating intellectual rigor through high-impact learning, research, and service from a humanistic perspective that educates critical thinkers who will meet the challenges of the global community.
- **Campus Environment**—Creighton provides the structures, spaces, and technology for the students, faculty, and staff of its comprehensive undergraduate, graduate and professional programs to work collaboratively and intentionally to serve inclusiveness, environmental stewardship, respectful dialogues, accountability, and faith that does justice in our daily lives.
- **Institutional Outreach**—Creighton is a committed partner recognized for its selective excellence and innovation in meeting the complex challenges of the present and realizing the possibilities for the future on a local, national, and international scale.
- **Stewardship of Resources**—Creighton is committed to thoughtful stewardship that cultivates and grows the human, capital, and financial resources need to serve our mission of providing students of all backgrounds with an affordable undergraduate, graduate and professional education.
- **Position/Unit-Specific:** Position-specific or “functional competencies” are ones that drive proven high-performance, quality results for a given position. They are often technical or operational in nature and very different from role to role.

Why is goal alignment important? By aligning your performance goals, it creates ownership in an employee’s personal success, as well as the organization’s success as a whole. Having defined alignment categories can provide clearer direction, resulting in more engaged employees and increased job satisfaction. Employees who clearly understand their individual goals and how those goals relate to the larger, shared Creighton University objectives have better success at achieving their goals. Individual goals can have a direct contribution to Creighton’s success!