Goal 1:

Publish ED paper in peer reviewed journal this academic year

lets aim to submit before end of the calendar year

Goal 2:

Publish COVID GIS paper this academic year

This one also. Lets get a submission out before the end of 2024. Wrangle those cats!

Goal 3:

Complete Thrive FDOH Dashboard this academic year

Aim to finish FDOH BI Dashboard by March, and outreach dashboard by June

Area 1:

**Title**

Job Knowledge

Description

Continuous learner in field and new technologies applicable to position; successfully performs all duties in the position description; ability to see and make connections holistically; creatively integrates different ideas and perspectives.

Area 2:

**Title**

Service Excellence

Description

Provides exceptional service to students, faculty, staff, peers and the community; demonstrates courtesy and respect; shows empathy and demonstrates emotional intelligence; anticipates needs and prevents potential problems; works effectively within and across units; supports FIU strategic plan, goals, and initiatives.

Area 3:

**Title**

Compliance and Accountability

Description

Fully complies with federal, state, local, and University rules, regulations, and policies. Completes all required compliance training. Complies with goals determined by unit/department; adjusting with management as fiscal year demands dictate. Meets all additional role-related compliance requirements, e.g., NCAA and Conference USA rules and regulations, FERPA, HIPAA. Protects the reputation, integrity, and resources of the University; operates in a transparent manner.

Area 4:

**Title**

Communication and Interpersonal Skills

Description

Communicates proactively and effectively; accurately expresses ideas; asks for feedback from others; exhibits good listening skills; develops and fosters relationships; works effectively in teams; remedies mistakes and misunderstandings; avoids incivility; demonstrates ability to view issues through different cultural lenses.

Area 5:

**Title**

Efficiency

Description

Seeks to optimize available resources, ensure cost containment and reduce duplicative efforts. Uses systems-thinking to see bigger picture; makes connections holistically; leverages technology; organizes work and sets priorities; manages time and resources effectively; improves processes.

Area 6:

**Title**

Management and Leadership

Description

Provides regular, documented performance feedback (bi-monthly or quarterly or semester); recognizes and rewards outstanding performance; offers developmental assignments; creates a positive work environment; aligns unit goals with FIU strategic goals; inspires and motivates; models integrity; builds coalitions and collaborates; walks the talk.