

**Organizational goals are created at the Vice Presidential, School, Department/Unit, and managerial level. The purpose of organizational goals is to communicate strategic goals that support the mission of our institution to all applicable employees.**

**Organizational Goals—Information for Employees**

Discuss with your supervisor whether your department/unit is using organizational goals, and, if so, how organizational goals may influence your personal performance goals. If your department has elected to use organizational goals as the basis for individual performance goals, then the goals listed on this form have been designated as applicable to the work you perform for the University of Virginia. The goals have been determined at higher levels of the institution and cascaded (forwarded without modification), aligned (modified from a higher level goal to make it more specific to the work of a department or unit), or created (written specifically for departments, units, and/or individual employees).

Select “View the Alignment” to understand how the goal supports the work of your department and ultimately the mission of the University of Virginia.