Supervisors must provide a clear picture of how the division’s goals and department work plans align with Vision 2020. Employees will then be expected to summarize how their work contributes to Vision 2020 in a “Statement of Purpose.” This drafting of the Statement of Purpose is always the first step in the performance planning process. All work should align with the Strategic Pathways of Vision 2020.

**Vision 2020**

**Our mission:** To ensure student success and leverage our region’s unique assets in the creation of knowledge and application of research that benefits humankind.

**Our Vision:** To set a new standard for public research universities in adding economic value and enriching lives.

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**Vision 2020 Strategic Pathways**

- The Akron Experience: Academic & Inclusive Excellence
- Globally Relevant and Distinctive Programs
- Interdisciplinary Clusters of Entrepreneurial Innovation
- Connectivity for Economic Vitality
- Campus and Community Enhancement and Engagement

**Vision 2020 Division Initiatives**

1. Recruiting Solutions
2. Integrated Performance Management Program
3. Akron Experience for Employees
4. HR Wellness Initiatives
5. Employee Broad Educational and Cultural Experiences
6. Compensation/Classification Policies and systems
7. Shared Services
8. Develop and maintain metrics and trend data

**Vision 2020 Department Work Plans**

1. Support Recruiting Solutions Project
2. Assist with implementation of an Integrated Performance Management Program
3. Support and participate in Development of Professional Competencies to provide Akron Experience for Employees
4. Coordinate/Promote Employee Broad Educational and Cultural Experiences
5. Participate in Shared Services Studies
6. Develop and maintain metrics and trend data

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**Individualized Performance Plan**

**Statement of Purpose**

My individual objectives focus on **Strategic Pathway -- The Akron Experience: Academic & Inclusive Excellence** as outlined in Vision 2020. My purpose at UA this year will be to educate faculty and staff about University programs that ensure their physical, mental, and financial well-being, while cultivating a campus culture that reflects civility, trust and inclusiveness. This will be accomplished through three major responsibilities:

1. Deliver educational seminars.
2. Develop/coordinate/maintain educational/resource materials and other employee centered programs.
3. Oversee and perform administrative functions necessary to deliver and document educational programs.