

Institutionally Minded		
Unacceptable (1)	Meets Expectations (3)	Far Exceeds Expectations (5)
Focus is on own department/functional area only. Rarely works across boundaries for the good of the entire University.	Works across boundaries for the good of the entire University, not just own team or department.	Is well known across the organization as a valuable contributor to the Emory community. Works seamlessly across boundaries for the good of the entire University.
Shows little interest or effort in creating a “One Emory” attitude within own team, school/division or the University.	Instills “One Emory” attitude throughout own school/division and the University as a whole.	Consistently, in all cases, instills “One Emory” attitude throughout own school/division and the University as a whole. Viewed as a One Emory champion across the Emory community.
Does not understand or show concern about work occurring beyond own department.	Actively seeks to understand the work occurring beyond own department.	Is a resource for others to understand the work occurring beyond own department; inspires own team or department to network with others.
Seldom makes any effort to associate with people outside own work unit; has no network to leverage for assistance in completing tasks.	Takes steps to actively associate with people both within own work unit and across the University; leverages these connections to complete tasks.	Proactively takes steps to associate with people both within own work unit and across the University; regularly leverages these connections to complete tasks. Is involved in multiple outside committees/projects.
Is an irresponsible steward of institutional resources and does not represent Emory well in public settings.	Is a responsible steward of institutional resources and represents Emory well in public settings.	Takes special care to always be a responsible steward of institutional resources and represents Emory well in public settings.

Please be mindful of different cultural norms and neurodiverse populations when applying these standards