Results Based Accountability to Strategic Planning Terms Crosswalk

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**Mission** – Identifies the purpose of an organization. UVM’s adoption of Results Based Accountability will allow us to continue to use mission statements. They should be informed by each area’s performance measures.

**Vision** – Identifies what an organization intends to become. UVM’s adoption of Results Based Accountability will allow us to continue to use vision statements. They should be informed by each area’s performance measures.

**Values** – Articulates how the organization operates based on its beliefs. The Division of Student Affairs has adopted the [UVM Common Ground](#) which emphasizes the following values:

- Respect
- Integrity
- Innovation
- Openness
- Justice
- Responsibility

**Goal** – A statement about what a unit plans to achieve. It is very common for a unit to have multiple goals as it is likely looking to achieve multiple things at the same time. In Results Based Accountability, this would be the curve or performance measures.

**Objective** – Identifies the steps needed to achieve a goal. In Results-Based Accountability these are often the actions in the “Action Plan”.

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**Division of Student Affairs**

The University of Vermont