

Exempt Competencies 2025

Decision Making and Expense Management

- Carefully analyzes problems and seeks input from others when necessary.
 - Identifies more efficient, effective, and cost-conscious ways to complete tasks.
 - Gathers accurate information before making decisions and provides advice based on the facts.
 - Helps colleagues work smarter and aims for productive, results-driven outcomes that benefit the department and the university.
-

Innovation, Flexibility, and Initiative

- Shares creative ideas to improve processes and collaborates with well others.
 - Shows a strong desire to learn and grow, staying current with new technologies and industry trends.
 - Connects personal efforts to the university's broader goals and maintains positive relationships with coworkers, students, and external partners.
 - Adapts quickly to changes, embraces new tasks, and remains positive in different situations.
-

Job Knowledge

- Demonstrates deep knowledge of their role and efficiently solves problems.
 - Looks for ways to contribute to its success of the University's future.
 - Understands the college system and recognizes how it evolves over time.
 - Shares expertise by participating in committees and learning about various aspects of the organization.
-

Teamwork

- Builds strong, friendly, and supportive relationships with coworkers across the university, putting the team first and working hard to help everyone succeed.
 - Encourages others to do their best by showing kindness, care, and respect, while promoting a "We Are Marshall" spirit through shared wins and losses.
 - Communicates honestly and fosters a team environment where people help each other, work well together, and create a space where everyone can learn and grow.
 - Listens actively, accepts feedback, and supports a culture of continuous improvement, ensuring everyone feels included and motivated to contribute.
-

Productivity, Quality, and Reliability

- Plans work carefully, uses time and resources effectively, and ensures tasks are completed with high quality and on schedule.
- Works independently with minimal supervision and fosters a respectful, flexible work environment.
- Continuously looks for ways to improve performance, prioritizes needs, and adjusts quickly when requirements shift.
- Is dependable, meets commitments, takes ownership of results, and willingly handles additional responsibilities when needed.

Customer Focus

- Strives to exceed expectations by providing excellent service and anticipating customer needs.
- Builds strong, professional relationships by understanding what customers need and following up promptly.
- Develops creative solutions that enhance the university's reputation and leave a positive impression on students, staff, or external partners.
- Adjusts plans or strategies to meet changing customer demands, always communicating clearly and respectfully.