Management Performance
Objectives

• Focus performance as a management process designed to achieve University goals

• Establish clear and measurable performance goals and objectives against which accountability will be established and performance assessments will be conducted
Objectives

• Define a common set of behavior expectations that are linked to System values and support the achievement of University goals and objectives

• Clearly and consistently communicated to all management employees
Performance management

Performance management is the process of planning, measuring and assessing work performance.
Performance evaluations ……. 

• Must be done for ALL managers
• Aligning personal performance to the goals of the University
• Measures performance based on Core Performance Factors and Job Specific Objectives.
What Performance Management does for you?

- Promotes two-way communication and participation
- Provides a mechanism for determining and establishing goals critical to the University
- Focuses on desired results and the processes to achieve them
- Emphasizes individual contributions to success
What Performance Management does for you?

- Helps identify employee development needs
- Promotes individual and organizational success
Performance Management Requirements

- Hire based upon expectations of the position and KSA’s of employee
- Develop meaningful/measurable expectations
- Provide regular/frequent performance feedback
Performance Management Requirement s

• Prepare timely, constructive Performance Review
• Reward/Recognize
• Identify/provide training
Performance Management Steps

1. Planning and Setting Goals
2. Monitoring Activities
3. Collecting Data and Measuring Results
4. Using Data for Decision-Making
5. Communicating Results

Performance Management
Setting Goals

SMART

- Specific
- Measurable
- Attainable
- Relevant
- Time-Based
Core Performance Factors

3.0 ➔ Significantly Exceeds Expectations
2.5-2.9 ➔ Above Expectations
2.0-2.4 ➔ Meet Expectations
0-1.9 ➔ Below Expectations
Performance Factors

Expected Behavioral Level:

- Leadership
- Commitment to the University’s Mission, Vision and Values
- Management Practices
- Relational Skills
- Commitment to Diversity
Performance Factors (Cont.)

- Resource Management
- Communication Skills
- Accountability
- Responsiveness/Customer Service
- Decision Making/Problem Solving
- Work Environment/Safety
Job Specific Performance Objectives

- Additional behaviors that drive effective performance
- Should identify specific areas of responsibility or specific projects
- Objectives should be prioritized, with most important in block 1, next most important in block 2, etc.
The Performance Ratings

- Reflects relative importance of goals
- Not necessarily a mathematical average
- Can be a fraction/decimal
- Ensure consistent application
Performance Development

Plan

• Professional Growth Strategies

• Remedial Strategies