

Procedure IV.4004.B.a, Performance Management for Full-Time Faculty, Staff, and Administrators

Associated Policy

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Procedure

The performance management processes for full-time faculty, staff, and administrators will be both cooperative and on-going and consist of:

1. Individual performance plan (IPP) development
2. Mid-year review
3. End-of-year evaluation (employee self-evaluation and leader evaluation)
4. Validation (One-College approach)

Any employee who is not in agreement with their validated rating may request a secondary review; this is the exclusive means of requesting a review of the validated performance rating. Procedure IV.4004.A.a, Secondary Review of Validated Performance Rating specifies the procedures for reviewing a validated performance rating.

Date of SLT Approval	September 24, 2024
Effective Date	November 5, 2024
Associated Policy	Policy IV.4004.B, Performance Management for Full-Time Faculty, Staff, and Administrators
Primary Owner of Policy Associated with the Procedure	Vice Chancellor, Human Resources, Organizational and Talent Effectiveness
Secondary Owner of Policy Associated with the Procedure	Vice President, Human Resources