

- Hi YgXUmž: YVfi Ufm(ž&\$&)
- Ztca '%\$.\$\$ hc '%%' \$
- J]UNcca

AGENDA

Adrienne Howarth-Moore, Associate Vice Chancellor & Chief Human Resources Officer

- Welcome and Introductions
- Chat and Ground Rules

Brad Mathers, Director, Employee Relations & Performance

Performance Management Process

Florie Montoya, Assistant Vice Chancellor of TA, Classification, Compensation & HCM Lindsey Fouquette, Director of Talent Acquisition & Classification

Step 1 Optimization Process

Justin Loiselle, HCM Program Director

Time & Labor Update

Wrap Up



Ú^|{|{ a} &^ ÁT a} æ* ^{ ^} AÚ|| &^••

Ó | æ ÁT æ Ø | • É Ö ã ^ & [| Á Á Ò [] | [^ ^ Á Ü ^ | æ ấ] • ÁB Á Ú ^ | - [| { æ & ^

P*{ a} AU^•[*|&^•



D9F: CFA5B79 A5B5; 9A9BH7M7 @9

8958@B9G

G7 CF=B;



Ú^|{|{ a} &^ÁT a} æ*^{ ^} \\ ^\} \\ \ \ \ ^\

D`Ubb]b[

Ü^&^ãç^ÁJàb⁄8cãç^•Á Ü^æ&@ÁŒ¦^^{ ^} cÁ Ö^ç^|[]ÁÚ|æ}

DUnci h

O‡|[&ææā[} A (ÁØ´ } å•
O‡ æbå ÁÖã dãà čá[}
Ú^¦-{¦{ æ} &^ ÁT æ} æb^{ ^{ ^} ÓA
Ü^çã\,

7 cbh]bi ci gÁ 7 cUW]b[Á V¦æ∄ ð *ÆBÁ Ø^^åàæ&\

7 c **WY**]b[

Ü^çã\¸ÁÚ¦[*¦^••Á Öã&••ÁÜ[æåà|[&\•Á ΌĎ•ơ\ÁD^&\••æ\^

9j Ui Unch

Ò} åÁ; ÁÔ^ &|^ÁÜ^çã\¸ U} * [ãj * ÁÖ^ç^|[] { ^} c Ú^¦-{¦{ æj &^ÁT æj æ*^{ ^} cÁ Ü^çã\¸



W} aç^!• ac AÛcæ-E00æ&* |c AÔ^ &|^

January 1 – December 31

Evaluations due March 1

Performance
Plans are
recommended,
but not required

Single page rating form/Public Record form is required

Y @ ÁT * • ÁÓ ^ ÁÒ çæ * æ * å Ñ

"ÁOỆ, ÁNŊ ãç^¦• ãc ÁÙ cæ-Á; ¦ÁØæ&; |c Á, @ Á, [¦\^åÁş ÁG€G! Áæ) åÐ; ¦Ás Ár |ð ãæ |^Á; ¦Á
{ ^¦ãó∫ æê EÁŞ ÁR; |^ÁG€GÍ Á<u>, *•ó</u>Ás ^Árçæ) ææ^å

"ÁQ&| *å^•Áæ&; |c Áæ) åÁrææ-Á, @ Árææ) c°åÁ; } Ða^-{ | ^ÁŒÐFÐÓ ÞÁÚ| ^æ• ^Á • ^Á
] |æ&^@ |å^¦Áææð; *Ár-ÁHÐ

"Á E•^^Æô^œ^¦Á; ÁU~~¦Át[Á&] } -ã{

Ô|æ•ãã\åÂ\æ-ÁÔ^&|^

7`Ugg]ZJYX'gHUZZ

QÁ, ç^¦æ|Áæā; *Áā Á %a[cÁ ^^cā; *Á Ò¢] ^&æāi; }•+ÊA { æ} åæē[¦^Á &[; |^&æā; ^Áæ&cāi; } Á æ) åÁ; [••āa|^Á åã &ā] |ā æb^Áæ&cāi; }

University Staff

PIP or LOE recommended

: **UW** `hm



Q• `^ÁÜ^•[| `aa } Á ÁW} ãç^!• ãc ÁÙæ—Áæ) å Á Øæ&`|ĉ

F961 HH5@

"ÁŒÁN} ãç^!• ãc Á œæ-Á; lÁæ&* | c Á @ Áœæ Á l^&^ ãç^å Áæ; Á çæ á ææã; } Áææð; * ÉÁ L^\
U^!-[|{ æð &^ ÁQ] ![ç^{ ^} AÚ|æð ÉÁ; lÁ Š^œ^!Á ÁÖ¢] ^ &cææð; } Á æê Á; lãe^ ÁæÁ l^à* œæÁ; Ásææðæð; }

5 DD95@

"ÁØæ&* | ĉ Á; æê Áæ]] ^æþÁ; ^¦-{ | { æ} & ^Áææã; * Á
c@[* @Án • cææì | ã @ °å Át ¦ ã °çæ) & ^Á; | [& °å * ¦ ^ • Á
ã; Ás@ ã Ás[|| ^ * ^ 19 & @ [|

"ÁÙUT ÁÖ(DÉ/æ&* | c Á、^{ à^¦Á、Q Áããæ² æ² ¦^^•Á
¸ãc@Ác@ãÁæ••ã*}^åÁ¸^¦-{ ¦ { æ) &^Áææã * Áæ) åÁ
¸ãc@Ác@ãÁæ••ã*}^æ∮Á、[cã² É為 Á ¦ãã; * Éác@Á
å^] æ⟨с、^} œæ Áæ) åÁc@ÁÖ^æ) Á Áæ
À Ú&@[| Á ÁT ^åãæã ^È

"ÁV@Áæ&* | ĉÁ, ^{ à^¦Á, *• cÁ, [cã^Ác@Á
å^] ædd ^} cÁ&ææðiÁæðj åÁc@ÁÖ^æðjÁ, ãc@ðjÁ, Á
à*•ðj^••Áææð•Áææ°¦Á^&^ãçðj*Á, [cã&^Á; Ác@Á
]^¦-{ | { æðj &^Áææðj*Áææðj*Áæ••ði} }^åÁà^Ás@Á
å^] ædd ^} cÁ&ææðiÁ; | Ác@Á&ææðiæ•Áå^•ði} }^^È



Y $\textcircled{AO}(x) ^{8}$

"ÁÒÜÚÁ¸ ã∥Áà^Á^¸ å㸠*Á¸ °Á¸] ¦^æå• @^o•Áq ÁPÜÓÚ•Á, ãå ĒZ^à; æb^Áq ¸ Á¸ @ã&@Á
(ĒÁ&æð¸ c`¦^Á[`¦Áncæ-Áæð¸ åÁæ&° |c`ÁG€G| Áææã¸ *•

"ÁÔ[{]|^♂åÁn]¦^æå•@^^•Ájā|Áà^Áà`^Áàæ&\Áq Á
Ú^¦↓¦{æ}&^Tæ)æ*^{^}O&*æ)•&@cÈå*Áà^ÁTæ}&@ÆïÆG€GÍ

Ùơ] ÁFÁU] cã ã æcã } ÁÚ![&^••

P*{ æ} ÁÜ^•[*¦&^•



Ùơ] ÆÆÆÁJ] Œã ãææã}

: @CF-9 A CBHCM5 Ë 5 J 7 C: H5 ž 7 @5 GG= = ₹ 5 H-CBž 7 CA D9 BG5 H-CB / < 7 A

@B8GMT: CI EI 9HH9 E'8 = F97HCF C: 'H5 / '7 @5 GG= = 75 H=CB



Cj Yfj]Yk. 'GhYd'%' '&



Ô`;;^} œ\; [&^••Á@æ Áà^^} Æ} Á]|æ&^Á; &^ÁG€GF



Þ^, Á[] cã[ã ^ åÁÛc^] ÁFÁBÁGÁ] | [&^••^•



OF; ca8a] ace^å A[||[* o/45] A[ace^A A Ø^à| * ace^

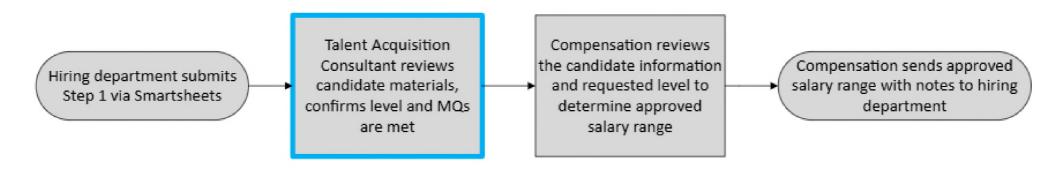


K \ Uhi]g'7 \ Ub[]b['Zcf'GhYd'%

"Á Ùơ] ÁFÁdæ) • æ&cā[} • Á¸ āļÁ[ˇơÁð[Á/æþ^} œÆp³ ãæā[} Á¸ ¦Á^ç㳸 Áð[Á/è* \^Áœ@Á ā åāçãå æþÁ, ^^œÁc@Á, ⏠⏠ˇ{ Á æþãã&ææā[} • Éxc@} Ææð¸ āļÁ[ˇơÁð[Á Ô[{]^} • ææā[} Á¸ ¦Á^ç㳸

"Á PÜÁÓ" • ¾ ^ • • ÁÚæd; ^ ¦ • Á ¾ ÁBA ^ ÁSŒÀ | ^ Áq ÁR ^ ^ Á, @ ¦ ^ Ác@ ã ÁÛ¢] ÁFÁS Ác@ [* * @Á Ö ^ } æ & ÆÁXæ]

"ÁU]^} Áæ) \ Á^æ&@•Á Áå^]æd(^}ø\å^o\¦{ j}^•Áo@Á\°ç^|Áo@^Á, æ) oÆ(Áj)ÁææÆæ) åÁ
• ` à{ ãæ ÁÙo^] ÁF



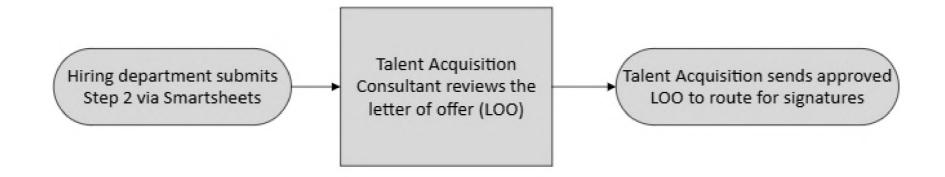


K \ Uhi]g'7 \ Ub[]b['Zcf'GhYd'&3

" \acute{A} \grave{U} c"] \acute{A} G \acute{A} \acute{A} [\acute{A} [\acute{A} [\acute{A}] * $^{\prime}$ \acute{A} \acute{A} " \acute{A} 0 \acute{A} 0 \acute{A} 0 \acute{A} 0 \acute{A} 0 \acute{A} 0 \acute{A} 1 \acute{A} 3 \acute{A} 4 \acute{A} 5 \acute{A} 6 \acute{A} 6 \acute{A} 6 \acute{A} 6 \acute{A} 7 \acute{A} 8 \acute{A} 8 \acute{A} 8 \acute{A} 8 \acute{A} 8 \acute{A} 9 \acute{A} 9

"Á Y ^Áx+ [Á^{ [ç^åÁ [{ ^Á; Áx@ Áð|å•Áx@æA*+ Á; [Á[}*^¦Á,^^å^å

″Á Ùæ{ ^Á¦[&^••K





8 Ya c'GhYd'%/ '&







Ei Yghcbg3



Vą ^ ÁBÁŠæà[¦ÁÚ¦[b/8cÁV] åæe^

 $\mathbb{R}^* \cdot \mathbb{C}^3_{\mathbf{a}} \stackrel{\text{AS}}{\sim} [\tilde{\mathbf{a}}^*] \stackrel{\text{EP}}{\sim} \hat{\mathbf{D}} \stackrel{\text{AU}}{\sim} \hat{\mathbf{AU}} [\tilde{\mathbf{a}}^*] \stackrel{\text{AU}}{\sim} \hat{\mathbf{AU}} = \hat{\mathbf{AU}} \hat{\mathbf{AU}} = \hat{\mathbf{AU}} \hat{\mathbf{AU}} \hat{\mathbf{AU}} = \hat{\mathbf{AU}} \hat{\mathbf{AU}}$

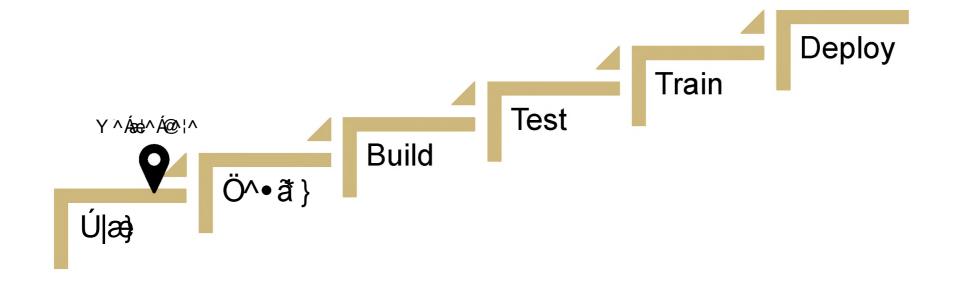
P'{ a} AU^•['|&^•



Vã ^ÆÆæi[¦

DFC>97HI D85H9

Ú¦[\b\&o\4\a^|\a^\



Vã ^ ÁBÁŠæà[¦ÁÚ![b/8cÁV] åæe^



FYei]fYa Yblg'l dXUhY

- GJÁ^~~ã^{ ^} œ
- Ô[{]|^c^ÁŒF•Á;æ•Á^~~ã^{(^)}o•Á
- J€Ã Á; Á^~~ã^{ ~} æ Á&[{] |^ c^