

# Performance Evaluations

## Importance of Evaluations

### Employee Engagement

- Make sure employees feel noticed and valued and let them know their opinions and ideas matter
- Praise positive performance and contributions
- Provide ongoing feedback and coaching
- Give opportunities for interesting and varied assignments when feasible
- Create a positive, respectful work environment & be a good role model

### Compliance

- Required in the CBAs
- Can make release difficult
- Probationary employees
- Temporary employees
- Can make/break performance management
- Regular employees
- Increase liability for the University when we do not comply with our requirements

### Performance Management

- Respond promptly, consistently & fairly to performance problems or conflicts
- Properly train employees and provide them with the tools to succeed in their jobs
- Clearly communicate expectations
- Maintain open, two-way communication
- Increase the employee's self awareness

### Upwards Mobility

- Support professional development and growth
- One of the points of analysis for IRP requests