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Goals for Today’s Training

Acquire/Renew Understanding of:

1. Evaluation Process, Principles & Procedures

2. Evaluation Form & Manual
UCPEA Performance Evaluations: Principles

Improve/Facilitate Formal Communication

• Performance – Positive & Constructive

• Expectations

• Training and Development Opportunities

• Goals
UCPEA Performance Evaluations: Timeline

**Evaluation Timeline (May 1 – April 30)**

- **March 1:** LR will issue notice to employees that they may be required to provide an Annual Report of Activity & Achievement (Daily Digest)
- **April 15:** Deadline for employees to submit Annual Report of Activity & Achievement
- **May 1:** Deadline for evaluation interview
- **May 15:** Deadline for evaluations to be sent to HR
UCPEA Performance Evaluations: Materials

Preparing the Evaluation: Materials & Resources

☐ Performance Evaluation Manual

☐ Supervisory Files

☐ Annual Report of Activity and Achievement

☐ Performance Evaluation Form
Performance Evaluation Manual

- Available online @ Labor Relations webpage
  http://www.lr.uconn.edu

- Aimed at guiding supervisors and employees through the evaluation process
Annual Report of Activity and Achievement

- Description of what the employee has achieved during the year
- Not a large complex document
- As supervisor, you should discuss with your employees what format works best for you
Annual Report of Activity and Achievement

• Must give employees at least two weeks to complete; deadline is April 15

• Request can be made verbally, via email, or in writing

• Reports may also be used to describe those achievements that employee feels should make them eligible for One-time Performance Awards and/or Performance Based Compensation

• Employees can submit this report for consideration without being asked
Guidelines for Completing Evaluations

- No Self Evaluations
- No mention of FMLA
- No mention of Worker’s Compensation
- No mention of other names (co-workers, etc.)
- No anonymous information
- Only one box per category should be checked off
PART I.

**Cover Sheet**

**ID**

**Evaluation Type**

**Overall Rating**

**Certification**
Preparing the Performance Evaluation

PART II.

✓ Performance Criteria

✓ 6 Rating Categories

1. Knowledge/Problem Solving
2. Dependability/Productivity
3. Communication
4. Interpersonal/Teamwork
5. Leadership/Independent Action
6. Supervisory Skills

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Employee Performance Evaluation
UConn Professional Staff (UCPEA) Unit

PART II. PERFORMANCE EVALUATION CRITERIA

1. Knowledge/Problem Solving
   - Rating  
   - Suggested Standards of Performance
     - Demonstrates understanding of all job tasks
     - Maintains a current knowledge of program fields
     - Seeks information about position goals
     - Seeks feedback from peers and superiors

2. Dependability/Productivity
   - Rating  
   - Suggested Standards of Performance
     - Produces high-quality work consistently
     - Maintains agreed-upon work schedules
     - Meets deadlines and produces quality work
     - Respects deadlines

3. Communication
   - Rating  
   - Suggested Standards of Performance
     - Speaks effectively and courteously to all
     - Communicates in a clear, concise, and professional manner

4. Interpersonal/Teamwork
   - Rating  
   - Suggested Standards of Performance
     - Is approachable and helpful
     - Seeks and values input from others
     - Demonstrates flexibility and willingness to adapt

5. Leadership/Independent Action
   - Rating  
   - Suggested Standards of Performance
     - Supports the University's mission in promoting a diverse, inclusive environment
     - Acts in a manner that contributes significantly to team goals

6. Supervisory Skills
   - Rating  
   - Suggested Standards of Performance
     - Supports the University's mission in promoting a diverse, inclusive environment
     - Acts in a manner that contributes significantly to team goals

Prepared by:  
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Preparing the Performance Evaluation

Performance Evaluation Ratings

- Outstanding
- Very Good
- Good
- In Needs of Improvement
- Unsatisfactory
Preparing the Performance Evaluation

OUTSTANDING

• Far exceeds requirements and standards of regular duties

• High initiative

• High quality of work
Preparing the Performance Evaluation

VERY GOOD

- Exceeds requirements and standards of regular job duties
- Employee regularly exceeds all position requirements
GOOD

• Meets the regular requirements of the position adequately and competently

*If performance is considered marginal, it should not be given a rating of good.
IN NEED OF IMPROVEMENT:

• Performance is marginal

• Deficiencies should be clearly identified

• Plans and a timeline should be outlined for correcting areas of sub standard performance

• Employees in this category should be cautioned about the consequences of continued sub standard performance
UNSATISFACTORY:

- Performance does not meet the requirements of the position
- Deficiencies should be clearly identified
- Plans and a timeline should be outlined for correcting areas of sub standard performance
- Supervisor should schedule a follow-up meeting within three months to review the employee’s progress
IN NEED OF IMPROVEMENT & UNSATISFACTORY

- Staff who receive an overall unsatisfactory rating do not receive salary increases (if applicable) and can be disciplined.

- It is particularly important that staff receiving an INI and/or UNSAT are counseled regarding their performance throughout the entire evaluation period.

- Supervisors must contact Labor Relations before meeting with employees whose evaluations result in an overall unsatisfactory rating.

- Staff receiving an overall unsatisfactory rating may grieve their evaluation.
Preparing the Performance Evaluation

Part III.

- Performance summary
- Areas of strength
- Areas for improvements
- Areas for development
Preparing the Performance Evaluation

Part IV.

☑ Clear Statement of Goals
☑ Mutually Established
☑ Achievable
☑ Deadlines/Timelines
Evaluation Interview:

- Normally occurs between April 15 and May 1

- Employee shall normally sign within seven calendar days from receipt for the purpose of indicating he/she has read the evaluation

- Supervisor may make adjustments to the evaluation following input from the employee at the evaluation interview

- Employees may write a rebuttal or response to the evaluation, which is the final documentation associated with the evaluation
UCPEA Performance Evaluations: Process

**Evaluation Interview**

- Structure the interview
- Allow plenty of time for the interview
- Explain the reason behind your ratings
- Involve the employee in the goal setting process
- Actively listen to the employee’s feedback
- Pursue new information or suggestions the employee offers
Probationary Employees & Evaluations

- Probationary employees receive an evaluation around the middle of their probationary period (6 months) and again at the end of their probationary period, and then they begin the UCPEA annual cycle.

- Probationary employee evaluations should be sent to Office of Faculty and Staff Labor Relations, UNIT 5075.

- An annual evaluation should be completed for employees who may have just completed their probationary period.
Evaluation Routing Procedure

• Copy of completed evaluation cover sheets are to be received by the Department’s Data Entry Representative no later than May 15.

• If you have questions about processing in the system, or don’t know who your data entry representative is – please contact Human Resources at 6-9302.

• The full original evaluation will be sent to the Office of Faculty and Staff Labor Relations, UNIT 5075 once all signatures are obtained, by May 15.
The 2016-2021 Contract provides for a 3.5% wage increase effective July 1, 2020 for employees in positions covered by the UCPEA bargaining agreement and hired into the position on or before January 1, 2020.

Employees who receive “Unsatisfactory” evaluations will not receive this payment.
The 2016-2021 Contract provides for Performance Based Compensation (PBC) in two forms.

(1) Effective July 1, 2020, employees in positions covered by the UCPEA collective bargaining agreement will receive 1% increase, when they have performed satisfactorily and were hired into the position on or before January 1, 2020.
(2) A pool of 0.5% of the gross salary amount will be allocated for discretionary PBC increases. Supervisors may recommend eligible employees who have:

1. sustained a level of performance that consistently exceeds the performance of their peers during the evaluation period; and

2. have advanced the mission and goals of the Department and the University.
The 2016-2021 Contract provides for “One-Time Performance Awards” beginning in July 2018, which are “single lump-sum payments that are not added to an employee’s base salary. . . .”

The pool must be allocated in awards between $1,000-$5,000.
The supervisor shall consider the following types of accomplishments during the evaluation year:

1. Extraordinary job-related achievement; and/or

2. Completion of a specific and important Departmental or University goal or project.
Deadlines and Routing Procedure

Additional information regarding the routing procedure and deadlines will be forthcoming.
UCPEA Performance Evaluations: Process

Questions