

BOARD OF REGENTS POLICY: Employee Performance Evaluation and Development

SECTION I. SCOPE.

This policy governs performance evaluation and development of University of Minnesota (University) faculty, academic professional and administrative employees.

Subd. 1. Performance Evaluation and Development .

Performance evaluation and development shall mean a process undertaken between responsible administrators/supervisors and the employees reporting to them. This process includes assessing, guiding, improving, and recognizing employee performance, resulting in effective achievement of organizational and individual goals.

SECTION III. GUIDING PRINCIPLES.

The following principles shall guide the University's evaluation and development of employee performance:

(a)

SECTION IV. PERFORMANCE REVIEWS.

University leaders, responsible administrators, and supervisors shall conduct performance reviews for purposes of evaluation and development. The University expects ongoing evaluation of employee performance, with regularly conducted and documented reviews of all employees administered according