



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 to applicable administrative policies, rules, and collective bargaining agreements.

University leaders, responsible administrators, and supervisors shall be held accountable for implementing a performance evaluation and development process that is consistent in the treatment of employees, provides for accurate performance reviews, and encourages open communication.

The University shall provide to its leaders, responsible administrators, and supervisors the necessary resources, tools, and training to effectively manage employee performance.

Employees are expected to (a) understand the importance of their contribution to the University's mission, values, and success and (b) to exercise responsibility for actively engaging in the performance evaluation process and subsequent development efforts