SHRA Performance Appraisal Policy

FOUR KEY CHANGES FOR 2017-2018

**Dates**

New! Annual Cycle

April 1st – March 31st
(formerly March 1 – February 28/29)

**Ratings**

Institutional Goal and Individual Goal Scores

- 3 = Exceeding Expectations  A+
- 2 = Meeting Expectations  A
- 1 = Not Meeting Expectations  D

Final Overall Rating

- 2.70 to 3.00 = Exceeding Expectations
- 1.70 to 2.69 = Meeting Expectations
- 1.00 to 1.69 = Not Meeting Expectations

For more information about the changes to the Performance Management policy go to [http://web.uncg.edu/hrs/PerformanceMgt/](http://web.uncg.edu/hrs/PerformanceMgt/)

**Performance Plans**

5 Institutional Goals (Standard)  
(6 for supervisors)

- Compliance & Integrity
- Accountability
- Expertise
- Customer-Oriented
- Team-Oriented
- Supervision

**Weighted Goals**

3-5 Individual Goals  
(specific tasks)

- Goal #1
- Goal #2
- Goal #3
- Goal #4
- Goal #5

- 10% Compliance & Integrity
- 10% Accountability
- 10% Expertise
- 15% Customer-Oriented
- 5% Team-Oriented

Institutional Goals 50%  
Individual Goals 50%