The Cornerstone Performance management system empowers employees and supervisors to set clear, attainable goals for professional growth and measure their success.

Establishing individual employee goals and aligning them with department goals not only enhances performance, but builds collaborative relationships between employees, teams and their supervisors focused on using dialogue and feedback as developmental tools. All goals, updates and comments will be gathered into the end-of-year final evaluation.

The System Administration performance cycle aligns with the fiscal year of July 1 – June 30.

**Cornerstone users**

University Staff in most System Administration departments use the Cornerstone.

- Advancement
- Board of Regents
- CU Health Plan (Trust)
- Employee Services
- Employee & Information Services
- Internal Audit
- Office of Information Security
- Procurement Service Center
- Risk Management
- University Information Services

If your department does not use Cornerstone, please visit the System Administration Performance Review page [2].
Why use Cornerstone?

One of the most prominent methodologies for personal growth and habit change is the idea of setting SMART goals – that is, goals that are specific, measurable, attainable, relevant and time-bound. Cornerstone is a performance management platform that enables users – employees and supervisors – to set and track SMART goals. With Cornerstone, departments can:

- List specific goals, such as learning new software suites or increasing their customer satisfaction rating.
- Measure the progress of each goal through timely benchmarks, personal notes and document uploads, such as training certificates.
- Facilitate collaboration between supervisors and direct reports to assess how relevant and attainable each goal is.
- Set due dates for each goal that can organize sequential tasks (such as increasingly...
specialized courses on a set skill) and keep each person’s professional growth on track.

### Cornerstone Resources for Supervisors

**Step-by-step guides**

- Cornerstone step-by-step

**Activity overviews**

- Goal planning
- Mid-year review
- Final evaluation

### Professional Development Resources for Supervisors

**Microlearning guides**

- Feedback
- Goal setting

### Cornerstone Resources for Staff

**Step-by-step guides**

- Cornerstone step-by-step

**Activity overviews**

- Goal planning
- Mid-year review
- Final evaluation

**Webinars/ Video Presentation**

- Goal and performance planning activity (4 minute video)
- Creating my goals
- Tracking goal progress
- Final evaluation activity (5 minute video)
- Cornerstone Webinar

**Other**

- Creating goals in Cornerstone simulation
- Frequently asked questions
Tips for selecting 360 feedback reviewers

Professional Development Resources for Staff

Microlearning guides

- Feedback
- Goal setting

Professional Development

- Resources

Feedback

Cornerstone is new to System Administration. That's why we would like you share your experiences with the tool. We will use your feedback to ensure Cornerstone is meeting the users' needs. Please share your feedback.

Groups audience:
Employee Services

Right Sidebar:
ES: HR - Contact
ES:HR - Campus HR Contact Information

Source URL: https://www.cu.edu/employee-services/collaborative-hr-services/cornerstone

Links
[1] https://www.cu.edu/employee-services/collaborative-hr-services/cornerstone
[12] https://vimeo.com/701011753
[14] https://www.cusys.edu/benefits/cornerstone/
[17] https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/performance-growth/professional-development
[18] https://www.cu.edu/employee-services/forms/cornerstone-user-feedback-form