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System Administration Performance Development [1]

System Administration's performance development cycle is designed to help employees meet their current responsibilities and support their professional growth.

Each year, CU System Administration employees work with their supervisors to assess their overall work performance, set benchmarks for improvement and develop goals to enable their professional growth.

2023-24 Performance Year

System HR has launched a pilot program for university staff to remove the 5-point rating sale. By removing ratings, performance development focuses on ongoing conversations throughout the year to provide more relevant feedback to grow as professionals.

Please note: This new program effects only university staff. Classified staff processes remain the same.

Learn more about the program:

June 13 – Aug. 16: Year-End Performance Conversations

Beginning July 2024, performance cycles will feature four connected conversations throughout the year focusing on continuous feedback and support. Resources throughout each step [2] of the performance cycle are available for both non-Cornerstone and Cornerstone users.

Due to the shift in performance development, the last step of the 2023-24 cycle will be the Year-End connected conversation. You'll focus on what's you've accomplished, talk about career and development aspirations and determine successes and development opportunities.

Performance resources

Visit the Performance Development SharePoint [3] **(Single-Sign On required)** to find required training, performance forms and step-by-step guides for Cornerstone and non-Cornerstone users.

Cornerstone Users

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.

University Staff in most System Administration departments use 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
- University Relations

Classified Staff

Goal Setting

All supervisors of classified staff are required to complete the **CU: Performance Management** course in Skillsoft. This training is also available for supervisors looking for a refresher course or any other non-supervisory staff. The CU: Performance Management course provides supervisors with a convenient resource to fulfill obligations to complete performance plans and evaluations for classified staff.

- Classified Staff Performance Management [4] – These documents provide background and resources for classified staff completing performance management.
- Professional Development Opportunities [5]
- Goal Setting Microlearning Guide [6]

Year-End

Year-end connected conversations focus on what you've accomplished this performance cycle, talk about career and development aspirations and determine successes and development opportunities.

- Feedback Microlearning Guide [7]

Groups audience:
Employee Services
Right Sidebar:
ES: HR - Contact
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Source URL:https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/performance-growth/system-administration

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