Policy Title: Performance Ratings for University Staff

APS Number: 5009
APS Functional Area: HUMAN RESOURCES

Date Submitted: August 2, 2021
Proposed Action: Revision
Brief Description: This APS provides a consistent performance rating system for university staff as a critical component of the university's performance management system for effective resource management and employee development.

 Desired Effective Date: TBD
Responsible University Officer: Vice President of Administration
Responsible Office: Vice President of Administration
Policy Contact: Vice President of Administration
Last Reviewed/Updated: July 1, 2018
Applies to: All university staff and their supervisors

Reason for Policy: This policy statement provides the guidelines for annual performance evaluation and planning in accordance with the use of the revised 5-point performance rating form.

I. REASON FOR PROPOSED ACTION

In 2019, Colorado passed the Equal Pay for Equal Work Act, which took effect on January 1, 2021. The law is designed to reduce the compensation gap that exists based on sex or gender identity, or sex or gender identity plus another protected status, between workers doing substantially similar work.

Each Colorado employer is responsible for implementing practices and procedures required by the act to achieve greater parity in employee compensation. Existing university and campus policies and procedures are being reviewed to ensure compliance with Colorado’s Equal Pay Act. This APS is under review for that purpose.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Legal, Human Resources, Chief Human Resources Officers (CHROs)

III. LEGAL REVIEW

A. Do you think legal review would be required for these proposed changes? Yes. System and campus legal counsel has been involved in the reviews and revisions on this APS.

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? There are no financial impacts with respect to this revision. If yes, please explain: