I. INTRODUCTION

Consistent with Regents Laws and policies, the performance of university staff will be evaluated and rated annually. The performance evaluation will be based upon the position description and performance planning between the supervisor and employee. The performance evaluation provides the basis for individual performance ratings and merit and other pay adjustments. The performance rating is the overall summary rating of the individual's performance and constitutes the public record of rating, in accordance with the Colorado Open Records Act.

The following Administrative Policy Statement (APS) ensures that the University has a consistent performance rating system as a critical component of a performance management process that serves university interests in resource management and employee development. The policy does not affect discretion that may be exercised by System Administration and each campus to adopt specific ways to administer the performance management system contained in this APS.

University staff and supervisors of university staff are responsible for understanding and implementing the performance evaluation and annual performance rating process as defined in this policy statement.

II. POLICY STATEMENT

A. University staff will be evaluated and receive a performance rating on an annual basis. Individual performance evaluations and ratings provide the basis for annual merit and other pay adjustments.
B. The rating for university staff will categorize each person's performance with a five to one (5-1) point summary rating. The performance rating will be provided on the University Staff Annual Performance Rating Form.

- The rated employee has the right to append a response to the rating in writing to his or her rateevaluator, if he or she so desires. This response will be attached to the final evaluation and held in the employee’s personnel file.
- The supervising authority and rated employee will sign the performance rating form to acknowledge that the rating has been discussed. If the employee refuses to sign the performance evaluation, the supervisor can note this on the employee’s signature line.
- The supervising authority will retain the original signed rating form and provide the rated employee a copy of the signed form.

C. Each campus shall define and document the rating levels along with designing and maintaining the performance evaluations which include the planning documents and evaluation documents.

D. The performance rating form will be placed in the employee's personnel file. The performance rating is subject to disclosure under the Colorado Open Records Act. The Staff Plan and Evaluation Form and any written justification for the performance rating may also be placed in the personnel file but will not be disclosed to anyone other than the employee and university personnel with a demonstrated business need. Human Resources offices are responsible for approving such access.

E. The Staff Plan and Evaluation Form and any written justification for the performance rating, including plan and evaluation forms, may also be placed in the personnel file but will not be disclosed to anyone other than the employee and university personnel with a demonstrated business need. Human Resources offices are responsible for approving such access.

C.F. Performance ratings for annual merit or salary adjustment consideration shall be submitted to the applicable Human Resources Office in accordance with individual campus-defined submittal dates. Scores of 2 or 1 are not eligible for an annual merit increase.

D.G. The performance rating is only one item of information that may be used, consistent with the Laws of the Regents and University policy, in the annual salary setting process or in comprehensive administrative evaluations.

III. DEFINITIONS

Italicized terms used in Administrative Policy Statements are defined in the Administrative Policy Statement Glossary of Terms. Underlined terms are defined for the purpose of this APS only.

A. **Performance Evaluation:** Performance evaluation is a collaborative supervisor/employee process that begins with identification of job responsibilities found in a position description, the contract/letter of offer and in the unit's workload policies, includes agreement on a performance plan and feedback on defined goals and objectives and concludes with an assessment of performance. During a performance evaluation, documents and comments from a variety of individuals that relate to an individual's performance may be collected and reviewed.

B. **Performance Rating:** A performance rating derived from the evaluation process is a five to one (5-1) point summary rating defined by each campus and system administration. Defined as follows:

5—Outstanding
Far exceeds performance expectations on a consistent and uniform basis. Work is of exceptional quality in all essential areas of responsibility. In addition, makes an exceptional or unique contribution in achievement of unit, department, and University objectives.

4—Exceeding Expectations
Always achieves performance expectations and frequently exceeds them. Demonstrates performance of a very high level of quality in all areas of responsibility.

3—Meeting Expectations
Consistently fulfills performance expectations and periodically may exceed them. Work is of high quality.
in all significant areas of responsibility.

2—Below Expectations
Fails to meet expectations in one or two of the significant/essential position requirements and
improvement is needed in these areas.

1—Fails to Meet Expectations
Fails to meet expectations in more than two of the significant/essential position requirements and
improvement is needed in most aspects of position.

IV. RELATED INFORMATION AND LINKS

A. Forms and Instructions
   • University Staff Annual Performance Rating Form
   • University Staff Plan and Evaluation Form

V. HISTORY

• Initial Policy Effective: July 1, 1989, APS on Performance Ratings for Faculty, Unclassified Staff/Administrator,
  and Officers.
• Supersedes: APS on Performance Ratings for Faculty, Officers, and Exempt Professionals, issued as effective
  July 1, 1999.
• Amended: Effective April 1, 2009, this policy statement provides for the use of the revised 5-point performance
  rating form in 2008-2009. It also provides the guidelines for annual performance planning and evaluation using
  the 5-point performance rating form for 2009-2010 and thereafter. A separate APS on Performance Ratings for
  Faculty will be issued.
• Reviewed By: Chancellors, vice presidents, human resources directors, and the director of training and
  development.
• Effective November 1, 2014: The terms “officer and exempt professional”, “OEP” and “officer/exempt
  professional” were replaced with the term “university staff”.
• Revised: August 1, 2017.
• Revised: July 1, 2018 (Pending)