

Ratings

The University uses a qualitative ratings system that allows managers to assess employees' impact for purposes of making annual compensation decisions that can include merit increases and bonuses. At the end of each performance period, managers are asked to rate their employees' impact, using the following levels and definitions.

Compensation decisions for employees represented by a union follow the corresponding contractual agreement in effect.

Exceptional Impact	Contributions have significant and consistently exceptional impact and value to the department and/or the organization. Makes unique, often one-time achievements that measurably advance progress towards organizational goals and/or result in major improvements. Easily recognized as a role model by high-performing peers. Viewed as an excellent resource to provide expertise, guidance, advice, mentorship or support to others. Demonstrates a range of high-level competencies and actively takes on higher levels of responsibility.
Full/Consistent Impact	Consistently demonstrates meaningful impact through accomplishments and contributions. This level of impact is reflective of a fully qualified, competent and experienced individual in this role. Viewed as someone who gets the job done and effectively prioritizes work and produces strong results. Contributes positively to the overall objectives of the department and/or the larger organization. Achieves valuable accomplishments in several important areas of the job and/or on assigned projects.
Learning/Building	<p>Needs to gain proficiency and/or productivity in the position to achieve consistent impact. May achieve some, but not all goals. Stronger or additional knowledge, skills and abilities need to be demonstrated for consistent success in the roles.</p> <p>This rating is recommended for use when an employee is still coming up to speed with their job responsibilities based on limited tenure in the role.</p>
Needs Improvement	The quality of performance is below expectation for the role. Knowledge, skills, abilities and/or productivity have not been demonstrated at the appropriate levels.