

BCSC 1302

Resolution for Improved Performance Management System

BACKGROUND: University of Colorado uses two different performance management evaluation programs for Classified and OEP employees. However, Boulder Campus Staff Council representatives have heard anecdotally from many staff members and appointing authorities that the existing performance management processes are not efficient, fair and consistent. They are not an effective tool to measure work performance and to use those measurements for the determination of merit increases. Especially as significant numbers of staff transition every month from classified staff status to OEP status during the evaluation cycle, it has now become more important than ever to further strengthen and develop the performance management evaluation system.

WHEREAS both classified and OEP staff should receive fair and consistent evaluations under an evaluation system well-aligned between Colorado's classified staff system and the university's OEP system;

WHEREAS supervisors need consistent and ongoing training in order to maintain maximum effectiveness;

WHEREAS a campus performance management audit system should be developed in order to ensure that policies and procedures are in place and/or are being followed properly;

THEREFORE, CU Boulder Staff Council recommends that the campus adopt and implement the aforementioned performance management system goals.