

New Performance Evaluation Improves Feedback, Communication

July 30, 2013

Over the past two years, our faculty and staff have contributed fresh ideas and energy in support of the University's mission and values. Our renewed commitment to the people we serve takes many forms, including innovations in the experiences we offer to our students, patients and communities across the Commonwealth. Our efforts are changing the landscape around us, with new construction of state-of-the-art teaching, research and patient care facilities.

At the same time, we are also embracing new thinking in the way we work. In confronting challenges of the past few years, we have managed our responsibilities with increasing creativity and resourcefulness. New approaches to everything we do, from budgeting and planning to time entry, are making a positive difference.

To ensure employee professional development keeps pace with these changes, the University is introducing enhancements to the annual performance evaluation process. These enhancements, based on recommendations from a special university task force, provide for more meaningful communication between supervisors and staff, as well as greater alignment with the University's values. I am pleased to share the following highlights and encourage you to attend one of several upcoming presentations on this topic.

Upcoming Performance Evaluation Changes

The task force proposed several changes to ensure our employees receive meaningful feedback on their performance. The recommendations include:

- Transition from a paper-based performance evaluation to an online system
- New feedback tools based on university values
- A new 4-tier evaluation scale (which will replace current 5-point scale)
- New options to support professional development and ongoing feedback throughout the year

Implementation of the performance evaluation system will differ based on your area's performance evaluation cycle:

- For UK HealthCare employees, the new performance evaluation will apply to the full 2013-14 fiscal year that began July 1, 2013.
- For main/academic campus staff, the new online system will be available for required review of reporting structure and major job responsibilities in August, with full year-end evaluation tools available in December 2013.

Please visit the University's new [Performance Evaluation website](#) for more detailed timelines and additional details on the new system. You will receive communications from UK Human Resources in the weeks and months ahead with helpful reminders about the new system and process.

Learn More Online, and at Upcoming Events

Please visit the Performance Evaluation site to learn more:

<http://www.uky.edu/pe/>

I also encourage you to attend one of several town hall presentations UK HR Training & Development has scheduled to highlight the new performance evaluation process:

Thursday, August 1

1:00 – 2:30 p.m.

Student Center, Center Theater

Friday, August 2

9:00 – 10:30 a.m.

E.S. Good Barn, Gorham Hall

Monday, August 5

1:30 – 3:00 p.m.

College of Nursing Building, Auditorium (room 115)

Tuesday, August 6

9:00 – 10:30 a.m.

W.T. Young Library, Auditorium

Wednesday, August 7

Interactive Online Event

Details at: <http://www.uky.edu/pe/events-training/2013-08>

Thursday, August 8

1:30 – 3:00 p.m.

Chandler Pavilion A, Auditorium

Tuesday, August 13

3:00 – 4:00 p.m.

Interactive Online Event

Details at: <http://www.uky.edu/pe/events-training/2013-08>

Wednesday, August 14

9:00 – 10:30 a.m.

Good Samaritan, First Floor Conference Room

These changes will be productive and help provide a more supportive work environment for all of us. In a university environment, few experiences are more fulfilling than the conviction that we are making a positive impact in the lives of those we serve. Refining our approach to performance evaluations will help us fulfill this promise and help foster and recognize the unique contributions each of us has to offer.

Sincerely,

Eli Capilouto
President