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Glossary

Checkpoint – The quarterly check-in between Employee and Manager. The majority of time is spent discussing the “Feedback” section.

Competencies – Abilities and behaviors the employee demonstrates in their day-to-day work.

Discussion Questions – These are the 4 questions in the “Feedback” tab that will be the focus of the quarterly check-in conversations.

Document – The annual performance appraisal form.

Define Criteria – Defining your goals and selecting your 2-3 focus competencies. Employee starts this process and Manager approves it.

ePerformance – The name of the new system UCOP is using for performance management.

Finalize Criteria – This is the exact same process as a normal checkpoint, except it is the final checkpoint before the annual evaluation. This is the last chance the employee has to make changes to their document.

Manager Evaluation – The yearend appraisal, at which point the manager selects an overall performance rating.

Nominee – Multi-rater

Nominate Participants – Process of selecting multi-raters and sending out invitations. Also referred to as “multi-rater feedback”.

Participant Evaluations – Formerly known as “multi-rater feedback.”

Proficiencies – Overall rating options (Outstanding, Exceeds Expectations, Solid Performance, Needs Development/New and Learning, Needs Attention).

Second-level approver – The individual approving the Manager Evaluation and rating choice prior to the Manager and Employee meeting to review the yearend appraisal.

SMART Goals – Goals that are Specific, Measurable, Achievable, Relevant, and Time-bound.
Step 1: Define Criteria (Set Goals)

Employee Goes First

1. Log into UCPath and select Performance Workcenter in the left menu.

2. Click My Current Performance Docs (1). Click on the document name you wish to view (2).

3. Click on Add Item in the Goals tab.

4. Choose Add your own item to add your goals. 
   TIP: Use SMART language!
5. Write your goal title and description. We recommend three to five goals. Change the Status of your goal.

**TIP:** Save often! Consider writing your goals in MS Word and copy/paste them in.

6. Navigate to Competencies tab and select Add Competency.

7. Select Add pre-defined competency. Click Next.

**Note:** For Competencies, always select “Add pre-defined competency”.
8. Leave all fields blank and click **Search** to view the full list of Competencies.

![Add a Pre-Defined Competency](image)

9. Choose 2-3 competencies to add to your evaluation. Click **Add**.

![Search Results](image)

10. Click **Save**. The system will not notify your manager when you complete, so you must notify your Manager that you have completed the Define Criteria step via email, phone, etc.
Manager Reviews and Edits

1. Log into UCPath and select **Performance Workcenter** in the left menu.

2. Click **Teams Current Performance Docs**. Click on the document name you wish to view. (For example, we’ll view Vanessa Cavallaro’s performance document.)
3. Review Goals and Competencies tab. Edit as needed using the button ( Modiﬁcation ). When finished, click Save.

Note: The employee gets an email notification when you complete the checkpoint.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Competencies</th>
<th>Feedback</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Expand | Collapse | Add Item

Section 1 - Goals & Accomplishments
Goals & Accomplishments will be evaluated by: Employee, Manager

<table>
<thead>
<tr>
<th>Learning and Development System Ownership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description: By March 2020, I will contribute to the L&amp;D department systems as evidenced by:</td>
</tr>
<tr>
<td>Finalizing monthly class schedules at least one month ahead</td>
</tr>
<tr>
<td>Implementing and coordinating the Learning and Development Smartsheet system to ensure 100% on-time and effective logistics for all classes (rooms, materials, instructors, marketing, etc.)</td>
</tr>
<tr>
<td>Consistent and timely (within 24 hours) communications to our external vendors and internal partners.</td>
</tr>
<tr>
<td>Status: In Progress</td>
</tr>
</tbody>
</table>

Sit down together!

1. Manager and employee sit down together to review the goals. Edit goals as needed using the edit button ( Modiﬁcation ). When goals are ﬁnalized, Manager clicks Approve.
Step 2: Checkpoints (Check-Ins)

Employee Goes First

1. Add comments on **Goals tab**. If needed, edit your goals or update the goal status using the edit button ( ).

   **Best Practices**: (1) **Date your comments**, (2) **Save often**! Or write your goals in MS Word and copy/paste them in. (3) Use brief bullet points of milestones/progress updates.

   ![Goals Tab Example]

2. Add comments in **Competencies tab**. Remember to date your comments.

   ![Competencies Tab Example]
3. Add comments in Feedback tab. Remember to date your comments.

4. When finished, click Share with Manager in the menu bar.
Manager Reviews and Comments

1. Following the same login instructions from Define Criteria: Log into UC Path and selects Performance Workcenter and then Teams Current Performance Docs. Select the employee document you are reviewing.

2. Review Employee comments on the Goals tab. Add your own comment above the Employee’s. Remember to date your comments!

When finished, click Save.
3. Review the status of the required compliance trainings on the Required Training tab and add comments if needed.

4. Review the Employee’s comments on the Competencies tab. Add your own comment above the Employee’s. Remember to date your comments!

When finished, click Save.
5. Review the Employee’s comments for each question on the Feedback tab. Add your own comment above the Employee’s. Remember to date your comments!

When finished, click Save.

6. When you have finished adding your comments, Save the document.
   Then click Share with Employee.

7. The Employee receives an email notification and can review all of the manager’s comments prior to meeting together.
Sit down together!

8. After Manager and Employee sit down together for your check-in, the Manager clicks Complete Checkpoint in the menu bar.

Note: Checkpoints 2 and 3 follow the exact same process as Checkpoint 1.

9. Optional: You may need to skip a Checkpoint. You can do so by clicking Skip Checkpoint in the menu bar.
Step 3: Finalize Criteria (Employee Self-Appraisal)

Employee Goes First

1. Navigate to Finalize Criteria in the left-hand navigation menu. Add your final comments on Goals tab. If needed, edit your goals using the edit button ( ).

   Note: This is the last time the employee is able to add their comments before the final yearend appraisal and overall rating. Manager comments will not be shared at this step.

   Best Practices: (1) Date your comments, (2) Use brief bullet points of milestones/progress updates, (3) Save often! Or write your goals in MS Word and copy/paste them in.

2. Employee can update the status of their goal using the edit button ( ).

3. Add final comments in Competencies and Feedback tabs. Remember to date your comments.
4. Add the dates of completion for the compliance trainings in the comment boxes in the Required Training tab.

Tip: To check the status and completion date of your required training, log into the UC Learning Center at ucop.edu/ucoplearningcenter/ using your Single Sign-On.

5. Once you add your final comments and update your goal status, click Share with Manager in the menu bar. On the next screen, Confirm share.
Manager Reviews

1. Navigate to the performance document and review the Employee’s updated status and comments on Goals, Competencies, Feedback, and Required Training.

Note: It is not necessary to add comments during this step as there is a separate step for managers after criteria are finalized and approved.

2. When ready to complete, Save and then select the Complete button in the upper-right-hand menu. Select Confirm.

Note: Clicking Complete moves the document into the formal “Manager Evaluation” stage. At this point, all of the goals and comments are locked in, and the employee can no longer make edits. The manager can now progress to the final yearend appraisal and overall rating.

3. Select Return to Current Documents.
Step 4a: Nominate Participants (Optional Multi-Rater)

Participants Evaluators (formerly known as “multi-raters”) can be selected by both manager and employee. The manager has final approval on the selected participants and generates the invitation to complete the feedback questions. The feedback provided by the nominated participants is anonymous to the employee and it is up to the manager to determine how the feedback is shared in the yearend appraisal.

Employee and Managers nominate participants

1. Employee and Manager meet to discuss and agree on who they will nominate as multi-raters for the Employee.

2. To add a multi-rater or “Nominee”, Employee clicks Nominate Participants on the left-hand task bar and selects Add Nominee.

3. Select Add Participant and use the directory to select a UC employee as participant.
Once you select the intended participant, click **OK**.

Select **Save**. The Manager will receive a notification.

The Employee can nominate up to **five** participants for the Participant Evaluations.
Manager approves nominated participants

1. Manager logs in and selects the employee document they are reviewing. Navigate to the left-hand task bar to Nominate Participants. To add nominees, select Add and Submit. To track pending requests, select Track Nominations.

2. Manager can search and add nominees for Participant Evaluations using the same process as the Employee. Manager is able to remove any nominations using the Delete icon ( ).

   It is recommended that Manager communicates any nominees they are adding to or removing from the list.

3. Once all Participant Evaluation nominees are listed, select Save and then Submit Nominations. Select Confirm to send nomination requests to the participants.
Nominated Participants Complete Evaluations

1. The nominated Participant will receive an email requesting their participation in the review process.

2. Log into UC Path and selects Performance Work Center. Navigate to the left-hand menu and select **Others Pending Perf Evaluation Requests**.

3. You can accept or decline nominations from this window.

4. If declining, enter a comment and submit.
5. If accepting, **Accept** the nomination.

6. To fill out the evaluation, navigate back to the main ePerformance menu and select **Others Current Performance Evaluations**.

7. Respond to the four discussion questions. Remember to **Save** your progress!
   You can leave and return to the form after saving by clicking **Return to Current Documents**, and then selecting the Employee name when you are ready to return to the form.

8. To complete and submit, selects **Complete** in the upper-right menu, then select **Confirm**.
Step 4b: Review Participant Evaluations (Optional Multi-Rater)

Manager Reviews

1. Navigate to the left-hand menu to **Review Participant Evaluations**. Select the Participant Evaluation you want to view.

2. Review the feedback from the Participant Evaluations. You can incorporate the feedback into the Manager Evaluation.

   **Note:** The Manager should paraphrase or aggregate the feedback data rather than directly quoting or cutting and pasting the responses.
Step 5: Complete Manager Evaluation (Yearend Appraisal)

Manager Goes First

1. Navigate into the performance document.

   **Tip**: To review the Employee comments that have been documented over all of the checkpoints, Navigate to “Finalize Criteria” on the left side of the task bar and click on “View” which will provide a view of the cascading comments for Goals, Competencies, and Feedback questions, as well as Required Training completion dates.

2. When ready to complete, navigate to Complete Manager Evaluation in the left-hand menu and select Update and Submit.
3. Enter your final comments that will justify the overall rating on the Employee’s Goals, Competencies, and Feedback tabs prior to submit your ratings.

**TIP:** Remember to Save!

![Learning and Development System Ownership](image)

4. To submit overall rating, navigate to Goals tab and scroll down to Goals and Accomplishments Summary, where you will see the Manager Rating. Select the overall rating from the drop-down menu of proficiencies.

5. Click the Ratings Descriptions button to the right of the drop-down for detailed descriptions of each rating to ensure accuracy. You can select the rating from this screen as well and then click Select Proficiency.
6. Once you select the rating, click the **Submit for Approval** button in the upper-right-hand menu.

The screen will display the overall rating you selected for the Employee. Select **Confirm** to move forward, or **Cancel** to return to the document and edit.

7. The left-hand menu will now be at the **Pending Approval** step under **Complete Manager Evaluation**.

**2nd Level Approvals**

1. Second-level Approver logs into UC Path and selects **Worklist** in the left-hand navigation menu.
2. Select the appropriate performance document to review. You can Approve or Deny from the main worklist screen.

If you are denying the document, leave a comment for the Manager on your reasoning for the denial.

3. Save the status.
Sit down together!

1. Once the second-level approver has approved the performance evaluation, the Manager will receive a notification.

2. You can view the comments and the Approval Status by navigating to the Manager Self-Service menu and selecting View Approval Workflow Status.

   Enter the filter criteria for the document you are seeking. Select the appropriate document and then click on the arrow next to Doc ID to expand the box and view comments.
3. Manager and Employee meet to discuss the yearend appraisal. You will share the overall yearend appraisal and rating.

4. Once the meeting is complete, return to the document. Select the **Share with Employee** button in the top right, then **Confirm**.
Employee Acknowledgement

1. Return to your document within the system. Navigate to Review Manager Evaluation in the left-hand menu. Click Acknowledge.

2. You can review the document if needed. Otherwise, navigate to the Final Comments tab and enter your final comments about the evaluation.

3. When you are finished entering your final comments, select the Acknowledge button in the upper right-hand corner. Select Confirm.
4. You will see a confirmation.

At this point, once you select Return to Current Documents, you will no longer have a current document to view.

5. You can access your past performance documents in the main Performance Workcenter page under My Historical Performance Documents.