

## **Performance Review Form Addendum: *Executive Position Expectations***

*Please provide examples of how staff member has met expectations for current review year.*

### **Civil and Respectful Interactions**

Models and promotes systems change across campus to promote professional conduct and behavior of the highest integrity, exhibiting utmost respect for all members of the University community; demonstrates consistency of action and purpose with unquestionable forthrightness; constructively manages conflict.

### **Diversity and Inclusion**

Establishes policies and programs that demonstrate a commitment to an inclusive environment that attracts and retains a diverse workforce and nurtures a culture where every employee feels valued and is able to function at his/her best. Assures that all leaders are accountable for developing and maintaining a diverse and inclusive work environment.

### **Leadership Accountability**

Communicates expectations and provides support and resources that are in alignment with the vision and strategic planning of the University to foster creativity and innovation in the workplace.

### **Learning and Professional Development**

Creates a culture of continuous learning through strategic planning, shared governance, innovative best practices, and the promotion of knowledge development; provides resources for and establishes expectations that managers and supervisors will act as stewards of employees' professional development.