

Performance Review Form Addendum: *Managerial Position Expectations*

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

Civil and Respectful Interactions

Establishes and maintains standards of collaborative interaction among peers and employees that is characterized by respect, honesty and service; assures that all unit members are held to similar standards and ethics; constructively manages conflict.

Diversity and Inclusion

Manages the talents, strengths and behaviors of each individual in a diverse work group, while providing each employee with the opportunity to contribute to the goals of the unit. Works to assure that all employees are respected and treated consistent with University policies in regard to equal employment opportunity and diversity.

Leadership Accountability

Inspires and motivates others to high performance by exercising strong stewardship of University resources, setting expectations, measuring success through individual performance evaluations, and driving organizational results.

Learning and Professional Development

Identifies opportunities for and creates development plans that encourage employees to attend to the growth of their personal and professional capacity; engages self and staff in collective reflection of the University's greater role in society.