Procedure 4-11: Performance Management for Full-Time Faculty, Staff and Administrators

1. PROCEDURE

A. The performance management processes for full-time faculty, staff, and administrators will be both cooperative and on-going and consist of:

1. Individual performance plan (IPP) development
2. Mid-year review
3. End of year evaluation (employee self and leader evaluation)
4. Validation (One-College approach)

B. Any employee who is not in agreement with their validated rating may request a secondary review; this is the exclusive means of requesting a review of the validated performance rating. Procedure 4.25 Secondary Review of Validated Performance Rating specifies the procedures for reviewing a validated performance rating

Procedure #:	**4-11**
Procedure Name:	**Performance Management for Full-Time Faculty, Staff and Administrators**
Pages	**2**
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Associated Policy:	**IV-F-1**