



INSTRUCTIONS:

This electronic form is to be used until the new online staff performance system is implemented in the fall of 2017. Before completing this form, employees and manager should visit the staff performance program website at hr.uci.edu/partnership/performance to download the check-in form and view helpful informational videos, eCourses and job aids.

Step 1 – Set Goals

- In July/August, employee and manager meet in person to discuss and agree upon between one and five performance goals. Goals do not have to be completed within one quarter; they can span across multiple quarters.
- Either employee or manager enters agreed upon goals and due dates onto check-in form. Subgoals/KPIs/milestones, % weight and % complete may also be entered, if desired. When complete, document is saved and sent to the other.
- If changes are needed during quarter, simply make change, save and send to the other.
- Manager schedules October check-in discussion.

Step 2 – Complete Check-In Form

- Approximately two weeks before check-in discussion, employee completes self check-in. Provides progress for each assigned goal, including using drop-down to enter status, and enters response to each discussion question. Input on goals progress and discussion questions should be complete but not necessarily lengthy or formal. When complete, document is saved and sent to manager.
- After employee completes self check-in, manager completes employee check-in. Manager reviews employee's input and enters feedback on goals and discussion questions including additional manager question. Feedback on goals progress and discussion questions should be complete but not necessarily lengthy or formal. When complete, document is saved and sent to employee.
- Both employee and manager review final check-in, print and bring to check-in discussion.

Step 3 – Meet for Check-in Discussion

- In October, employee and manager hold in-person check-in discussion.
- If changes are needed as a result of discussion, either employee or manager revise document, save and send final version to the other.
- Final document should be stored in accordance with department records retention policy (e.g., print and place in personnel file or print, scan and save online, etc.).

Information regarding the January 2018 check-in will be released in the fall prior to implementation of the new online system.

Should you have questions regarding the interim check-in form, please contact your department HR representative.



UCI Campus & Health Sciences
NON-REPRESENTED EMPLOYEE
STAFF PERFORMANCE PROGRAM
• Interim Fillable Form

Employee Name:

Manager Name:

Employee Title:

Manager Title:

Department:

Check-in Period:

GLOSSARY:

KPIs (Key Performance Indicators)

Quantifiable measures of performance used to gauge progress toward a strategic goal such as \$ decrease in operating cost, % increase in issues resolved, or increase in brand awareness.

Enterprise Contributor

Enhances individual work by soliciting contributions from others, and enhances others' work by contributing to their success to more effectively meet organizational goals.

Innovation

Uses knowledge and professional experience to improve efficiencies and work outcomes.

Job Mastery

Demonstrates knowledge, skills, and abilities that result in high performance and contributions.

Goal Accomplishment

Achieves organization, department and individual work goals.



SECTION 1 | GOALS PROGRESS

Goal #1:

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

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Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Due Date:

% Weight:

% Complete:

Status:

Employee Feedback: (maximum 1800 characters)

Status:

Manager Feedback: (maximum 1800 characters)



Goal #2:

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Due Date:

% Weight:

% Complete:

Status:

Employee Feedback: (maximum 1800 characters)

Status:

Manager Feedback: (maximum 1800 characters)



Goal #3:

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Due Date:

% Weight:

% Complete:

Status:

Employee Feedback: (maximum 1800 characters)

Status:

Manager Feedback: (maximum 1800 characters)



Goal #4:

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Due Date:

% Weight:

% Complete:

Status:

Employee Feedback: (maximum 1800 characters)

Status:

Manager Feedback: (maximum 1800 characters)



Goal #5:

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Sub goal/Key performance indicator/Milestone, etc (maximum 180 characters)

Due Date:

% Weight:

% Complete:

Status:

Employee Feedback: (maximum 1800 characters)

Status:

Manager Feedback: (maximum 1800 characters)



Section 2 | Discussion Question

1. What are you most proud of and what additional accomplishments have you achieved in this check-in period?

Employee Feedback: (maximum 1150 characters)

Manager Feedback: (maximum 1150 characters)

2. How have you performed as an enterprise contributor and demonstrated innovation during this check-in period?

Employee Feedback: (maximum 1150 characters)

Manager Feedback: (maximum 1150 characters)



3. What additional information, knowledge, skills, resources do you need to master your job and accomplish goals?

Employee Feedback: (maximum 1150 characters)

Manager Feedback: (maximum 1150 characters)

4. What would increase your job satisfaction and success?

Employee Feedback: (maximum 1150 characters)

Manager Feedback: (maximum 1150 characters)



5. As a manager, what am I doing to maximize your and our team's talent and organizational capabilities to help the organization achieve its strategic goals? (to be answered by manager, only)

Manager Feedback: (maximum 1800 characters)