

# Performance Review Timeline Changes

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# Faculty Annual Reviews



Shift from calendar year cycle (January 1 - December 31) to academic year cycle (July 1 - June 30)



Last calendar year review occurred spring 2022 semester, covering previous calendar year period (CY2021)



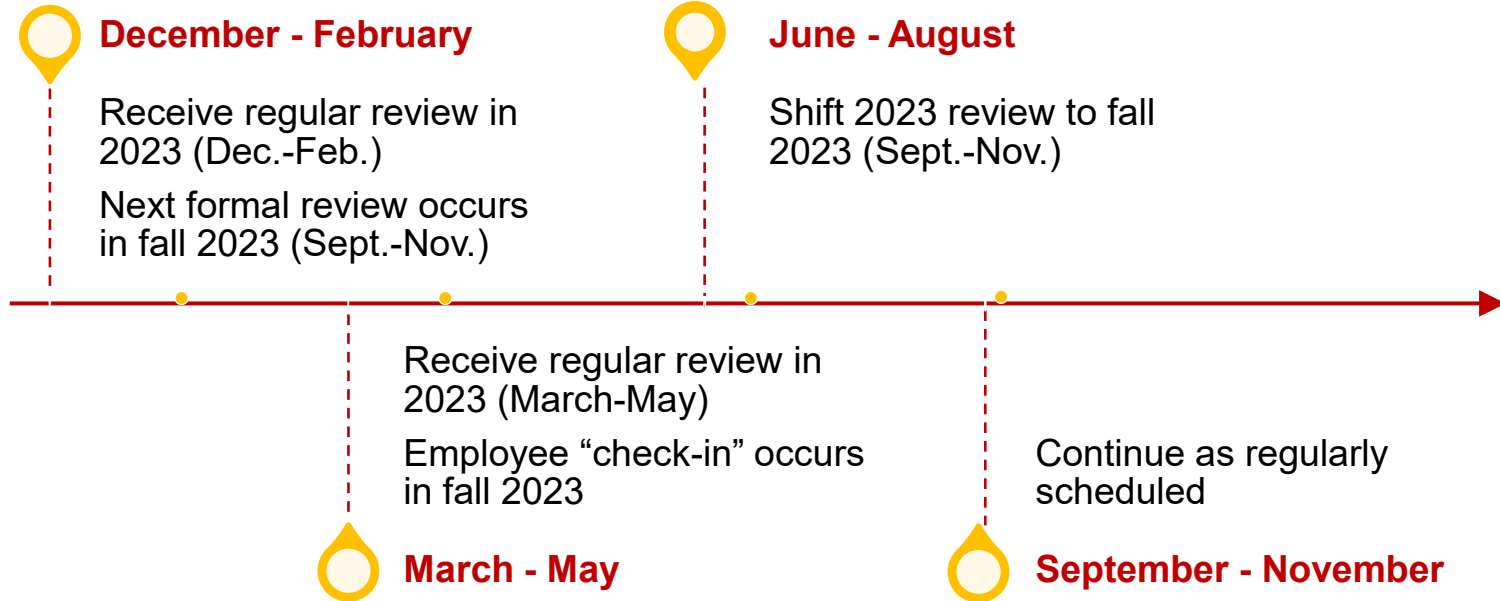
Most faculty will have their next formal review meeting in fall 2023 (July 1 - November 30), covering the 18-month review period of January 1, 2022, to June 30, 2023

# Faculty Annual Reviews: Exceptions

## Exceptions to the delayed faculty annual review:

1. Faculty who received an unsatisfactory annual review for CY2021;
2. Faculty whose performance may be at risk of being deemed unsatisfactory or who might benefit from timely feedback for CY2022; or
3. Faculty who are expected to go through the promotion and tenure or advancement process in 2023 or 2024.

# P&S, Contract, and Postdoc 2023 Reviews



# Performance-Based Pay Increase Transition

**July 1, 2023**

- 1% Satisfactory Performance Increase
- Supervisors confirm they have a formally acknowledged employee review in Workday

**January 1, 2024**

- Performance-Based Increases for Satisfactory and Exceptional Performance of Faculty, P&S, Contract, and Postdocs
- Supervisors confirm they have a formally acknowledged employee review in Workday

# Recommendations to Leaders



Start planning for when performance reviews will need to be conducted



Consult with HR Delivery team/Provost Office as needed



Communicate expectations to employees now so they are aware when they need to submit materials and when they will be reviewed



**QUESTIONS?**