

OSU Extension Service Performance Management System Desired Outcomes

Professional Growth and Advancement of Faculty:

- Performance evaluation emphasizes the professional development and continued growth of the faculty member.
- Quality performance evaluation is dependent upon dialogue between the faculty member and the supervision team.
- Program and individual goals and objectives are clearly communicated and affirmed.

Recognize and Support Faculty Achievements:

- The success of the performance review is dependent upon the faculty member providing comprehensive and timely documents to the supervision team.
- Current, approved position description is basis for an effective performance evaluation.
- Categories of performance dimensions are consistent with job descriptions and reflect organizational mission, vision, and values.
- Performance evaluation recognizes the various career stages of faculty members (i.e., new employee, mid-career employee, and full professor).
- Performance evaluation parallels and supports university and unit reviews for promotion, tenure, post-tenure and other purposes.

Fair and Consistent across departments, programs, and counties:

- The performance review is reliant upon communications among the faculty member's supervision team to reach agreement on rating and feedback.
- Rater error is minimized.
- Clear, concise definitions of the performance dimensions set the performance standard.
- Ratings are consistently understood among faculty and administration and applied fairly across departments, programs and counties.