



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER EL PASO

Operating Policy and Procedure

HSCEP OP: 70.12, Staff Performance Management

PURPOSE: The purpose of this Texas Tech University Health Sciences Center El Paso (TTUHSC El Paso) Operating Policy and Procedure (HSCEP OP) is to establish the policy for staff employee (non-faculty) performance management and evaluation.

REVIEW: This HSCEP OP will be reviewed March 1 of every odd-numbered by the assistant vice president for human resources (AVP), with recommendations for revisions submitted to the chief financial officer (CFO) by March 15.

PHILOSOPHY: TTUHSC El Paso recognizes all employees as essential to the institution's overall success. This success is achieved by fostering a work environment in which employees are empowered to perform to the best of their abilities. To facilitate such an environment, TTUHSC El Paso is committed to a performance management system that:

- Aligns the efforts of supervisors and employees with TTUHSC El Paso's mission, – vision and values;
- Promotes accountability in performance assessment;
- Operates with consistency and transparency;
- Recognizes the talents, fosters the development, and optimizes the performance of all employees;
- Cultivates the newly adopted Values-Based culture;
- Encourages effective communication between supervisors and employees; and
- Rewards excellent performance.

TTUHSC El Paso believes that effective performance management is an ongoing process. Therefore, all employees are expected to incorporate the performance management process as an integral part of their daily work environment at TTUHSC El Paso.

POLICY/PROCEDURE:

1. Each supervisor (individual with overall responsibility for a department, division, unit, section) is charged with the responsibility of administering the staff performance management process, as outlined in this policy and HSCEP OP 70.12a, Supervisors Guide to Staff Performance Management, for all staff employees under his/her charge.
2. Supervisors will make available and review with each reviewer/supervisor under his/her charge information contained in this HSCEP OP and HSCEP OP 70.12a, Supervisors Guide to Staff Performance Management to ensure that the performance management process (including performance evaluations) is conducted in accordance with TTUHSC El Paso policy and without regard to an employee's race, color, religion, sex, age, disability, national origin, -status as a protected veteran, genetic information, an individual's refusal to submit to a genetic test, or - -or any other legally protected class, category or characteristic. *Note: Performance management information, including the performance management system, policies, procedures, training schedules, and related*

information, is available on the HR/Staff Performance Management website:
<http://www.elpaso.ttuhs.edu/hr/performance.aspx>.

3. All supervisors are required to attend performance management training within thirty (30) days of hire and annually thereafter.
4. Supervisors are required to provide the Human Resources Department with documentation that a performance evaluation is conducted for all regular (full-time/part-time) employees as follows:
 - Immediately after the employee completes their initial six (6) months of service;
 - **Annually between January 1 – February 28** (for Jan-Dec of the previous calendar year);
 - Whenever a department has been notified that a staff employee will transfer to another TTUHSC El Paso department, they should complete a performance evaluation for the employee that covers the time worked in that department; and
 - Three (3) months after an employee receives the following on a performance evaluation:
 - An “overall” rating of less than 4.0
 - An overall “section” rating of less than 4.0
- Note: The evaluation schedule listed in section 4 does not limit the number of written performance evaluations a supervisor may prepare. A supervisor may prepare a written evaluation for an employee whenever it is considered appropriate.*
5. Reminders to prepare a written evaluation of work performance of each full/part-time staff employee will be sent to supervisors from the Human Resources Department:
 - Just prior to the employee completing the initial six months of service;
 - In January of each year; and
 - Three months after an employee receives the following on a performance evaluation:
 - An “overall” rating of less than 4.0
 - An overall “section” rating of less than 4.0
6. Supervisors will review the performance evaluations performed by each supervisor in their department or division to ensure that evaluations were properly conducted using only lawful, job-related, and non-discriminatory criteria.
7. Right to change policy: TTUHSC El Paso reserves the right to interpret, change, modify, amend, or rescind this policy in whole, or in part, at any time, without the consent of employees.