Beginning January 2025, in conjunction with the rollout of UGA Journeys, every employee will be evaluated on UGA’s five (5) core competencies (in addition to position specific responsibilities). Every competency has subsequent standards, each of which will require supervisors to rate employees on a scale of 1-5 (or N/A). The new evaluation process will take effect during the 2024 evaluation period (Jan 1 - Dec 31).

Knowledge, Skills, Abilities and Other Characteristics for each competency, as well as examples of Supporting and Non-Supporting Behaviors are listed on the website.

For more information, visit:

UGA Journeys website
https://hr.uga.edu/journeys/

Student Affairs Supervisory website
https://studentaffairs.uga.edu/operations/supervision/

New Rating Scale

- **N/A**: Not Applicable
- N/A, too new to rate, or does not apply
- **1 Needs Improvement**: Does not consistently meet expected standards. Additional direction and support are needed on several behaviors.
- **2 Developing**: Sometimes meets standards. Needs continued development (additional learning/training) or direction on one or more behaviors.
- **3 Consistently Delivers**: Consistently meets standards. Demonstrates a strong understanding of roles and responsibilities. Requires little to no additional direction or support to achieve expected standards.
- **4 Exceeds Expectations**: Consistently delivers on expected standards and demonstrates a pattern of one or more of the role model behaviors.
- **5 Role Model**: Consistently exceeds or delivers beyond expected standards for all behaviors. Influences others to perform better.