
Performance Evaluation Changes Coming in 2024



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.

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.



For more information, visit:

UGA Journeys website

<https://hr.uga.edu/journeys/>

Student Affairs Supervisory website

<https://studentaffairs.uga.edu/operations/supervision/>