

Executive Director & Professional Staff

Official Performance Appraisal

Timeline 2020-2021

Annual Feedback Evaluation

- Evaluations are distributed to Board of Directors and Stakeholders **March 9-13, 2020**

- **BOD Members Deadline for ASI President Evaluations to be delivered to** Susan L. Varela, Associate Vice President of Human Resources Management Submit to Administration Building 6th Floor – Adm 606 **Friday, March 13, 2020**

- **Directors Complete their evaluations Fulltime Staff** & deliver to **ASI President** to review **Friday, March 13, 2020**

- **Evaluation results are compiled** by HR Susan L. Varela, Associate Vice President of Human Resources Management **March 16-20, 2020**

- **ASI President Completes evaluations and Review of FT** Staff & delivers to Dean of Students/ VP for Student Life **March 16-20,2020**

- **ASI President reviews results with** Susan L. Varela, Associate Vice President of Human Resources & Dean of Students **March 23- 27, 2020**

Per Policy 106 - Appraisal Process

- 1.1 Appraisal Process
 - 1.1.1 The appraisal process consists of three steps:
 - 1.1.1.1 Self-Appraisal – The employee has the option of completing a “Self-Evaluation”

- 1.1.1.2 Peer-Appraisal – The ASI Executive Director and the Personnel committee chair will identify stakeholders (e.g. Board of Directors, ASI Members, etc.) who will be asked to participate in the review process. Each participant will be asked to complete the “Employee Evaluation Appraisal” form.
- 1.1.1.3 Supervisor Appraisal – The employee will participate in a conference where the supervisor’s appraisal, peer appraisals, and the self-appraisals are reconciled and the employee is counseled as to the nature of the work performance. During the supervisor appraisal, the employee and the area manager will:
 - 1.1.1.3.1 review job description - agree to changes
 - 1.1.1.3.2 review each item/rating/comments
 - 1.1.1.3.3 try to come to agreement on items/rating/comments - negotiation is encouraged
 - 1.1.1.3.4 agree to changes as necessary
 - 1.1.1.3.5 review the three (3) most important aspects of job performance
 - 1.1.1.3.6 develop three (3) annual goals/performance
 - 1.1.1.3.7 employee/supervisor discusses the recommendation for the merit salary adjustment.
- 1.1.1.4 Appraisal Conflict – If an employee disagrees with the evaluation, they may:
 - 1.1.1.4.1 attach a letter to the evaluation.
 - 1.1.1.4.2 ask for a review by the ASI Administrative Office
 - 1.1.1.4.3 file a formal grievance

- **Dean of Students** **Friday, March 27, 2020**
Returns Staff evaluations to the Executive Director
 - **ASI President reviews evaluations with staff members** **April 6-10, 2020**
 - **ASI Personnel Committee** reviews staff evaluations provided by the ASI President takes action **Tuesday, April 14, 2020**
 - **ASI Board reviews the ASI Personnel Committee Recommendation** regarding the **A.S.I President** and takes action **Thursday, April 23, 2020**