

Employee Performance Review Summary

Employee Name:	Department:	Evaluation Period: to	Type of Appraisal:
Classification:	Working Title:		☐ 6 Month ☐ Annual ☐ Other
RATING CRITERIA			

- (5) Outstanding:** Performance in this area far exceeded expectations and requirements of the position.
(4) Exceeds Expectations: Accomplished more than expected.
(3) Meets Expectations: Fully competent; consistently meets requirements and expectations necessary to further the mission. University
(2) Needs Improvement: Required significant amount of direction and supervision; performance improvement necessary.
(1) Failed to Meet Expectations: Major improvement is expected immediately.

PERFORMANCE FACTORS	5	4	3	2	1
PERFORMANCE GOALS: Consider results achieved against each performance objective.	☐	☐	☐	☐	☐
MANAGEMENT RESPONSIBILITIES: Consider ability to effectively plan, delegate, and utilize assigned resources.	☐	☐	☐	☐	☐
PROFESSIONAL EFFECTIVENESS: Consider knowledge of assigned work including thoroughness, attention to detail, and accuracy. Also consider any improvements made in outcomes, programs or processes.	☐	☐	☐	☐	☐
TIME MANAGEMENT: Consider productivity, efficiency, and timeliness in completing projects and meeting deadlines.	☐	☐	☐	☐	☐
COMMUNICATION: Consider interaction with all levels of staff and management, collegiality, ability to develop collaborative relationships, and commitment to service. Where applicable, consider writing or presentation skills.	☐	☐	☐	☐	☐
PERSONAL DEVELOPMENT: Consider commitment to personal and professional development.	☐	☐	☐	☐	☐
JOB KNOWLEDGE AND INITIATIVE: Consider knowledge and skills required to achieve performance objectives; understanding of applicable policies and legislation; willingness to learn new skills, expand knowledge, and take on additional responsibility.	☐	☐	☐	☐	☐

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Lingsheng Yao



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