



PERFORMANCE MANAGEMENT

CHANGES TO PERFORMANCE MANAGEMENT PROCESS FOR FY2023

For FY2023, there are some important changes for the Performance Management process at Emory University.

New DEI Competency

Diversity, Equity and Inclusion (DEI) is an important part of who we are as a community and aligns with our values, strategic objectives and priorities. Therefore, the following DEI competency has been added as a new competency to our Performance Management process:

***Diversity, Equity and Inclusion:** Pursues knowledge and displays a self-awareness of diversity, equity and inclusion (DEI) and related social issues. Seeks personal development opportunities in DEI. Adopts or modifies operational practices to help ensure diversity, equity and/or inclusion. Actively addresses or makes known issues of inequity and bias whenever possible.*

For FY23, because this is a new competency, a score will not be required for non-managers or managers; only written feedback is expected. For leaders (those at the director level and above), both a score and written feedback will be required. In FY24, everyone will receive both a score and written feedback. This approach will allow more time for those below the director level to seek the resources they need to become competent in this new important area.

Other Changes to the Competencies

To help limit the size of the performance review form and keep the number of competencies to eight, the Building Trust competency (for non-managers/managers) has been eliminated. The content from Building Trust has been relocated to other existing

competencies (i.e. Collaboration and Delivers Results), so we will still be held to the same standards as before.

This [Performance Management website](#) has been updated with these changes to the competencies. The website also includes behavioral examples which show what success looks like.

New Performance Management System is Coming in 2023

Human Resources is currently in the process of transitioning to a new performance management system which will be available in early 2023. Due to the implementation, we will not be launching FY23 performance management forms at this time. While we are in this development stage, please use paper forms for your performance management needs. Forms can be found on the Performance Management website [here](#).

If you have questions, send an email to Randy Lucius at randall.lucius@emory.edu.