



Performance Management: What you need to know

Emory recently announced some important changes to the Performance Management Process. Here are some key points you need to be aware of:

- **A new system is coming soon!** Instead of using PeopleSoft for performance evaluations, we will be transitioning to a new system, Bullseye, later this spring. The new system will be much easier to use, with fewer steps required to complete a review, simpler navigation, and more advanced tools. All managers who supervise staff will use this new system for FY23 performance reviews. If you want to start early on the mid-year reviews, you can use a [paper form](#) until the system is available.
- **Changes to the Competencies.** To better align with Emory's values, a new competency for *Diversity, Equity and Inclusion (DEI)* has been added. Additionally, some other competencies have also been updated. You can [view them here](#).
- **DEI Competency Rating.** Because the DEI competency is new, a rating will not be required for non-managers or managers in FY23; only written feedback will be expected. For leaders (those at the director level and above), a rating and written feedback will be required. In FY24, everyone will receive a rating and written feedback.
- **Upcoming DEI Competency Training Sessions.** To better prepare everyone (both managers and staff) for the changes to the competencies, we are offering some upcoming training sessions. These sessions will also be announced in HR's *News You Can Use* on January 30. Please encourage your staff members to attend. A session will also be recorded and posted for those who are not able to attend.

February 6, 2023

2:00 pm

Via Zoom

Open to all managers and all staff

[Register](#)

February 21, 2023

10:00 am

Via Zoom

Open to all managers and all staff

[Register](#)