Employee Evaluations

I. Purpose

To evaluate all University employees.

II. Objectives

A. To provide employees with an evaluation of their performance.

B. To assist supervisors in improving employee performance and to improve departmental services.

C. To provide data for personnel action.

III. Policy

Slippery Rock University requires that all salaried support and management employees receive a performance rating at least once in every calendar year or at other prescribed times. The performance evaluation program not only is designed to help every supervisor do a better job but to notify an employee of those performance factors that are done well and those factors that need improvement. The reports are important as documentation for various personnel actions that may be required to comply with Commonwealth or collective bargaining procedures.

The University faculty evaluation process is outlined in the Collective Bargaining Agreement between the Association of Pennsylvania State College and University Faculties and the State System of Higher Education. Tenure track appointments shall be evaluated by faculty peers, the department chairperson, and will include a performance review by the Dean. The performance and evaluation process may be used as a tool in determining the continuance of a probationary faculty member and as a factor in determining the awarding of tenure. Each tenured faculty member shall be evaluated every five years.

Interim evaluations can be performed for any employee as needed.