Supervisor Online Performance Review

See the University of Vermont Performance Review Process for additional details including the purpose of Performance Reviews and an overview of the performance review process. Contact your supervisor or Human Resource Services (HRS) at HRSinfo@uvm.edu or 802-656-3108 with any questions.

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Updated 2/13/2017
Overview of Online Annual Performance Review Process

1. Supervisor completes the Performance Review Plan (Step 1)
2. Employee completes Self-Review (Step 2)
3. Supervisor completes the Supervisor Review (Step 3)
4. Review meeting occurs
5. As necessary, supervisor documents additional comments or revises the review
6. Employee acknowledges receipt of review
7. Supervisor acknowledges and finalizes the review

Accessing the PeopleAdmin Performance Module

Logging in via the Notification Email

1. Each year PeopleAdmin will create a task for you to complete an Online Performance Review for your direct report classified staff employees. When this occurs you will receive an email notifying you that you have an action item in PeopleAdmin Performance Management. When those action items are due or overdue you will receive additional notifications.
2. The link within the email will direct you to the Performance Management Employee Portal Login page. Emails will list an action for each employee.

Logging in from PeopleAdmin Main Page:
1. Go to PeopleAdmin Login Page. Note: This link may also be found by:
a. Going to [www.uvm.edu/HRS](http://www.uvm.edu/HRS).
b. Clicking on “Managers Corner,” then “[+]PeopleAdmin.”

2. Click the yellow link to login with your UVM netID.

3. If you are not logging in for the “Action Item Email” you may need to select “Go to Employee Portal.”
Completing the Online Performance Review

**If you plan to upload paper reviews instead of completing them online, skip to the Uploading Paper Forms section**

**Initiating Performance Review Plan for your Employees**

The purpose of the Performance Review Plan is to give you an opportunity to review the material that your employee will be evaluated on before you start the evaluation. This includes reviewing their PD and adding/editing goals from the previous year.

1. Start by logging into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.
2. You will be taken to your Performance Review home screen:
3. Choose to view the “Review Plan” for the employee whose review you wish to initiate.
4. The “Plan” is your chance to view the contents of the upcoming performance review before it is initiated.
5. Review each tab and read the instructions on each tab carefully.
   a. The Essential Functions are pulled directly from the Position Description. The Goals, Objectives, and Accomplishments-

   (1) My Reviews – click to see your own past performance reviews.
   (2) My Employees’ Reviews – click to see your employees’ past performance reviews.
   (3) Your list of items awaiting your action. Includes reviews that haven’t been started yet and reviews that are in progress.

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Current Review Period are pulled from the previous online Supervisor Review. If this is the first review completed Online in PeopleAdmin you will need to enter the goals, and objectives outlined in the last review for the employee.

**Add a Co-reviewer**

6. Add a Co-reviewer (using the “Add Co-Reviewer” button) if someone else will be conducting/updating the review.

7. Use the “Complete” button at the bottom of the final tab to initiate the performance review for this employee. Or, use the “Actions” drop-down and choose “Complete” there.

   a. This will unlock the ability for you to start your Supervisor Review and for the Employee to start their Self-Review. **We advise that you have the employee complete their self-review before you begin your Supervisor Review.**

**Viewing Your Employees’ Self-Reviews**

**If you plan to upload paper reviews instead of completing them online, skip to the Uploading Paper Forms section**

1. Once your employee has completed and submitted their self-review, log into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.

2. Choose to view that employee’s review in your Action Items box:
3. On the left-hand side, click “Self Review (Step 2)”.
4. Review the employee’s self-review to help inform your supervisor review.
5. Click “Supervisor Review (Step 3)” when you are ready to start begin entering the supervisor review.

Completing the Online Supervisor Review

**If you plan to upload paper reviews instead of completing them online, skip to the Uploading Paper Forms section**

1. Once you have reviewed your employee’s self-review, log into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.
   
   **Note:** Supervisors may enter information in the Online Supervisor review prior to the employee completing the self-review. However, once the supervisor marks the review as “Approved” the employee will be able to view the information entered. Use the “Save Draft” button to save information, and the “Complete” button once all information has been prepared for the review meeting. Neither the “Save Draft” or “Complete” status will provide the employee with access to the review.

2. Choose to view that employee’s review in your Action Items box.

3. Navigate to “Supervisor Review (Step 3)”.

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4. Go through each tab, making sure to read the instructions on each tab carefully.

<table>
<thead>
<tr>
<th>Introduction</th>
<th>Information on best practices for performance reviews and criteria for determining level of performance.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Method of Review</td>
<td>Choose whether you will be uploading a paper performance review or completing the online review. [Uploading Paper Performance Review instructions]</td>
</tr>
<tr>
<td>Core Competencies</td>
<td>Rate the employee for each of the UVM core competencies. The core competencies marked as “supervisory” only need to be completed for employees with supervisory duties.</td>
</tr>
<tr>
<td>Essential Functions</td>
<td>Rate the employee for each of the essential functions from their position description.</td>
</tr>
<tr>
<td>Goals, Objectives, and Accomplishments – Current Review Period</td>
<td>An opportunity to look at the goals and objectives stated in the previous review and rate the degree to which they were accomplished.</td>
</tr>
<tr>
<td>Overall Summary of Performance</td>
<td>Summarize the employee’s overall performance.</td>
</tr>
<tr>
<td>Additional Comments</td>
<td>Add any additional comments not already entered into one of the previous tabs.</td>
</tr>
<tr>
<td>Future Goals and Objectives</td>
<td>List goals and objectives for the upcoming year. These will be pulled into next year’s review.</td>
</tr>
<tr>
<td>Attachments</td>
<td>Attach any relevant documents.</td>
</tr>
</tbody>
</table>

Moving Between Tabs & Saving Information

1. Move Between Tabs
   - Select the “Next” button on the bottom of the page, or select the title of the tab you would like to navigate to. The “Future Goals and Objectives” tab will have a “Complete” button in place of the next button. If you would like to add an attachment navigate to the “Attachments Tab” by clicking the tab title at the top of the page.
   
   **Note:** Moving between tabs will not save information entered.

2. Save Draft
   - Click the “Save Draft” button at the bottom of each page or select the blue “Actions” drop down option at the top, right hand corner of the page. Then select “Save Draft.”
Add Attachments
1. Navigate to the “Attachments” tab. Click the grey “Browse” button.
2. Use the file explorer to select the document you would like to upload to the review.
3. Click “Upload File”.
4. To add an additional attachment, select the blue “New Attachment” button on the right.

Submit/Complete the Supervisor Review
1. Ensure that you have completed all questions in each tab. (If your employee does not have supervisory responsibilities then do not complete that section of the Core Competencies.)
   Note: Employees will not be able to view the supervisor review until the review has been moved to approved status (the status where supervisors are unable to make additional edits to the review.)
   a. Completing with the Action Button: Use the “Actions” button in the upper right hand corner. Select the “Action” button then click “Complete.”
   b. Completing on the “Future Goals & Objectives” tab: At the bottom of this tab the next button is replaced by a blue “Complete” button. Click this to complete the review.
Conducting the Employee Review Meeting

1. Print a copy of the completed reviews by logging into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.
2. Choose to view that employee's review in your Action Items box.
3. Navigate to “Supervisor Review (Step 3)“.
4. Use the “Actions” drop-down menu in the upper right and choose “Print”.
5. Navigate to “Self Review (Step 2)”.
6. Use the “Actions” drop-down menu in the upper right and choose “Print”.
7. Follow steps 5 and 6 on the Performance Review Process website.
8. If your review meeting prompts edits to your Supervisor Review, follow the next set of steps.
9. If no edits are needed, skip to the Approving the Supervisor Review steps.

Editing/Revising the Supervisor Review

- This is required if you need to edit your Supervisor Review after you have completed it. Supervisors may want to submit edits after the Performance Review Meeting.
  
  **Note:** Once the review has been approved by the supervisor additional edits cannot be made.
  
  **Note:** Once the review has been approved, the employee will be able to view the information entered.

1. Start by logging into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.
2. Choose to view that employee's review in your Action Items box.
3. Navigate to “Supervisor Review (Step 3)"

4. Scroll to the bottom and type into the “Comment” box a brief summary of the changes you need to make.
5. Click the “Return” button.

6. Navigate to “Supervisor Review (Step 3)” again.
7. Make the edits on whichever tab(s) have the fields you want to edit.
8. When you are finished editing your review, you need to mark it as “Complete” again. To do this, start by going back to the “Future Goals and Objectives” tab.
9. You can either:
   - Use the “Actions” drop-down menu at the top and choose “Complete”, or scroll to the bottom, click “Complete”, and confirm.
Approving the Supervisor Review

1. Once you are sure that no more edits are needed to the Supervisor Review, you can approve it.
   Note: No changes can be made after the review has been approved.
2. Start by logging into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.
3. Choose to view that employee’s review in your Action Items box.

4. Navigate to “Supervisor Review (Step 3)"

5. You can either:
   a. Use the “Actions” drop-down menu at the top and choose “Approve”, Or scroll to the bottom, click “Approve”, and confirm.
Employee Acknowledgement of the Review

**If you plan to upload paper reviews instead of completing them online, skip to the Uploading Paper Forms section**

1. Once the review has been approved by the supervisor, the employee needs to login and acknowledge the review before it is complete.
   - The employee will be acknowledging the receipt of the approved review. They will not be acknowledging whether they agree or disagree with the supervisor’s assessment.
   - The employee may include comments along with their acknowledgement.
   - See instructions in the Employee Performance Review Mini Manual for additional details.
   - The supervisor may acknowledge the review for the employee ONLY if they employee has signed the paper review form uploaded by the supervisor.

2. Click on the “Approvals & Acknowledgements” tab on the left to view all Approvals & Acknowledgements, comments and time stamp.
Uploading Paper Reviews

1. Follow the steps on the Performance Review Process site.
2. Scan the Supervisor Review and Employee Self-Review into a single PDF document (make sure the Supervisor Review has been signed).
3. Log into the Employee Portal of PeopleAdmin. Be sure to click on the yellow text to log in with your NetID.
4. You will be taken to your Performance Review home screen:

   ![Image of Performance Review home screen]

   5. Choose to view the Review Plan for the employee whose review you wish to upload.

Add a Co-reviewer

6. Add a Co-reviewer (using the “Add Co-Reviewer” button) if someone else will be uploading the review instead of you.

   ![Review Type: Focal, Program Timeframe: 08/01/16 to -, Co-reviewer: Add Co-reviewer]

   (1) My Reviews – click to see your own past performance reviews.
   (2) My Employees’ Reviews – click to see your employees’ past performance reviews.
   (3) Your list of items awaiting your action. Includes reviews that haven’t been started yet and reviews that are in progress.
7. Use the “Complete” button at the bottom of the final tab. Or, use the Actions drop-down and choose “Complete” there.
8. Navigate to the “Supervisor Review (Step 3)” page.
11. Click “Save Draft” at the bottom.
12. Navigate to the “Attachments” page.
13. Name and choose the PDF of the reviews.
14. Click “Upload File”.
15. If you wish to upload any additional documents, click “New Attachment” and repeat the process.
16. When you are finished uploading, navigate to the “Future Goals and Objectives” page.
17. Use the “Complete” button at the bottom of the final tab. Or, use the Actions drop-down and choose “Complete” there.
18. Navigate to the “Supervisor Review (Step 3)” page again.
19. Approve the review by either:
   a. Using the “Actions” drop-down menu at the top and choosing “Approve” or by scrolling to the bottom, clicking “Approve”, and confirming.
Employee Acknowledgement of the Review

3. The supervisor may acknowledge the review for the employee ONLY if the employee has signed the paper review form uploaded as an attachment by the supervisor.
   a. Navigate to the “Supervisor Review (Step 3)” page.
   b. Use the Actions drop-down menu and choose “Acknowledge”.

4. Click on the “Approvals & Acknowledgements” tab on the left to view all Approvals & Acknowledgements, comments and time stamp.

Performance Review Resources

- Employee Performance Review Mini-Manual
- PeopleAdmin Mini-Manual
- PeopleAdmin Resources Page
- PeopleAdmin Login Page

Please do not hesitate to contact Human Resource Services at HRSinfo@uvm.edu or 802-656-3150 with any questions.