Subject:	IANR Performance Management Process
Date:	Thursday, January 21, 2016 at 9:56:48 AM Central Standard Time
From:	Jill Brown
Attachments:	New IANR Performance Management Process for 2016.pdf, image001.png

The following message is being sent on behalf of IANR Vice Chancellor Ronnie Green.

To: All IANR Staff and Staff Supervisors
Subject: New IANR Performance Management Process for 2016

2016 is here, and with the new year comes new and exciting changes and initiatives for IANR. This year, we're making big enhancements to the IANR performance management process to encourage more frequent and open dialogue between employees and managers. You have heard me talk about our INSPIRE Human Resources program and the positive efforts we're making to focus more on our staff. Our new performance management process is one INSPIRE effort that will create consistency across IANR and actively address the feedback you provided during our IANR 2015 staff culture survey: ensuring you have the avenue to talk about career goals and professional development, recognition for your accomplishments, training and development opportunities, and more ways to fully leverage your unique skills and capabilities.

This enhanced process aims to create transparency and genuine, robust communication between managers and employees, and give more empowerment and ownership to employees. Rather than only meeting once at year-end and completing a performance evaluation scorecard, employees and managers will meet twice per year to talk about accomplishments and upcoming goals, as well as employee career growth and development. These conversations will inform and supplement the year-end merit process which will continue to be driven by our budget office.

Who does this change impact?
This new process will impact all regular staff employees within IANR and their managers (including faculty who manage staff)

What do we need from you?
You will be receiving an email from the IANR Human Resources team inviting you attend a training session. Please register for one of the in-person training sessions, which are required for all IANR employees and managers. These training sessions will be offered at many locations across the state of Nebraska to ensure all employees have an opportunity to attend.

What will happen in 2016?
After attending the training, employees and managers will engage in their first performance management conversation using the new process between March and April and will use our new online system to summarize the discussion. You will repeat this process again in the fall, between September and November. In addition, the 2015 merit process will still be completed between May and July. Additional details on merit will be communicated by the budget office.

We know this is a significant change for IANR and we are prepared to equip you with the right tools, training and support to make this process as valuable and successful as possible. More information will be provided soon that will help address your questions and cover the details and timeline for 2016. No action is required from you at this time. *However, please review the attached reference guide for more information on the new process.* Please direct questions to Ashley Bjornsen or the IANR Human Resources team.

This is an innovative and exciting change for IANR, and we're excited to see the value that comes from these

discussions. I know this is a positive step in the right direction to keep IANR a work environment where our employees thrive and excel. Thank you for all you do.

Ronnie D. Green, Ph.D.

Senior Vice Chancellor for Academic Affairs
University of Nebraska-Lincoln
Vice President, Agriculture and Natural Resources
University of Nebraska
Harlan Vice Chancellor, Institute of Agriculture and Natural Resources
University of Nebraska-Lincoln

202 Agricultural Hall / 208 Canfield Hall
Lincoln, NE 68583-0708
Ph: (402) 472-2871
FAX: (402) 472-5854
rgreen2@unl.edu
@RonnieDGreen