

UCOP Performance Rating Levels and Definitions

Outstanding

- Consistently role models and exhibits mastery of core job knowledge and functions, responsibilities, and continually proposes enhancement recommendations in current job and new work opportunities.
- Consistently produces exceptionally high quality work exceeding expectations on all goals within control, in planned timelines. Consistently seeks value-added opportunities for new responsibilities and challenges.
- Demonstrates superior interpersonal skills, is respected by others, and is sought after to participate in or lead projects and work groups

Exceeds Expectations

- Very high level of contribution
- Consistently performed above and beyond all defined expectations

Solid Performance

- Consistently demonstrates core job knowledge, skills, and abilities to effectively perform job functions. May occasionally exceed expected performance
- Consistently achieves all goals within control, in planned timelines
- Shares ideas, information, skills, and knowledge; listens and is responsive to manager and others; maintains a positive attitude

Development Needed / New and Learning

- Performance expectations partially met
- Moderate level of contribution
- Some critical goals completed
- Achievement below expectations
- Improvement needed in the position
- New in position, developing appropriately;
- Performance was good given time in the position

Needs Attention

- Does not consistently demonstrate core job knowledge and competencies required to perform job functions effectively
- Fails to consistently achieve expected goals, within control, in planned timelines.
- Does not consistently demonstrate interest in or ability to collaborate and share information with others to deliver results
- Additional training or commitment is required