

**UMOR AVP/Unit Director and OVPR Senior Staff Annual Review Criteria
Summer 2021**

The self-evaluation component of the annual review is limited to 3 pages, so you will need to be concise. Focus on content, not on perfect prose. Bullet points are fine! Please submit your self-evaluation to your designated reviewer by May 21, 2021.

Goal Review. Please succinctly assess your progress on each goal from last year, indicating the metrics you are using in that assessment, and providing relevant data. If you would like, you may add up to two “pop-up achievements” that were not part of the goals you had set for yourself last year.

Goal Setting. Provide at least three goals for the coming year. For each goal, identify the metric you will use to assess progress, noting what would count as “modest success” and what would count as “wild success.” You may well have more than three goals in mind, so select your highest priorities to list below.

GOALS for FY22

Identify at least three goals for you or your unit for the upcoming year that are actionable

Goal For FY22	Expected Outcome
1.	
2.	
3.	

Challenges. Identify one challenge (other than limited financial resources) that you face with regard to the six key characteristics of a senior staff member listed above. What will you do to address this challenge? What assistance is needed?

People Management.

1. How have you worked to ensure you have the right people in the right jobs?
2. Have you developed a succession plan to support growth goals?

Self-Generated Question. Please provide information on one additional topic you would like to discuss.

Diversity, Equity and Inclusion. What are the activities you have implemented to demonstrate your unit’s commitment to Diversity, Equity and Inclusion?

Relationships with External Constituencies. How well do you feel you have engaged with your department’s external partners within and outside of the University?

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Innovation. How do you encourage innovation and new ideas; consistently generate creative, resourceful solutions to problems; constructively challenge the usual approach of doing things and find new and better ways to get the job done?

Financial Management/Fiscal Responsibility. How do you describe your success this past year in obtaining funding and managing your department's finances in a manner that is consistent with the values of your department and UMOR?