



Alternative Performance Evaluation Form

For all staff and non-bargaining unit faculty

For review period April 1, 2022 through March 31, 2023

Personal Information

Employee Name:

_____ *Should be employee's legal name as it appears on the employee's official record*

Employee UID:

Current Job Title:

Department/Unit:

Supervisor's Name:

Message from President Edwards

I want to start by thanking you for your determination and commitment to our strategic priorities of Recruitment, Retention, and Relationships over the past couple of years. Your collective attention to these concepts is seen and is deeply valued. Your continued innovation, generosity, and tenacity are guiding us to the bright future that lies ahead.

This year, we will channel our momentum into the accomplishment of the goals and objectives outlined in our [Bridge Strategic Plan](#). This plan was developed with input from all of our stakeholders and will build on our strengths as we continue to understand what the future holds. Grasping how that future can impact the needs of our students and our region will advance our creation of new pathways to inspire the leaders of tomorrow.

Our Bridge Strategic Plan identifies five primary institutional objectives that will result in measurable progress that reinforces our core operations in preparation for Wright State's next five-year strategic plan. Each objective will be achieved through underlying strategies, projects, and initiatives designed to enhance the educational experiences and services we provide our students and community. I encourage you to become familiar with these objectives and their associated initiatives so that you can connect the impact of your work to the support of our students' collective success.

*I also encourage you to strengthen your connection to our [Mission and Vision](#). These statements are our absolute core and reflect who we are as an institution and how we serve our students and their families. Our mission of empowering **"all students to excel in their lives and chosen careers through integrated learning, research, innovation, and experience"** has wide-ranging impacts. We champion every student's success, both personally and professionally, with both intention and care.*

We exist because our students choose to come to Wright State, and their success is a reflection of all of us and the work we do.

*Our vision to be “**a diverse, inclusive university that positively transforms the educational, economic, and social fabric of the communities we serve**” is central to who we are. We never give up on our goal of student transformation. We nurture our student’s growth in their individual endeavors in a supportive environment where we cultivate our student’s resilience and grit. This is the basis for every interaction they will have in their classrooms, workplaces, and communities. Their expression of this vision is our collective legacy.*

As you continue to support the success of our students this year, I also encourage you to continue your own drive for success, growth, and transformation. This year, ask yourself: “What do I want to achieve? What could I gain from learning something new?” Your answer to these questions may lead in unexpected directions or reignite your passion for the work that you do every day. Perhaps the answer will lead you to pursue a new hobby or further discuss your professional goals and aspirations with your supervisor. Your personal growth is as important as our compassionate care for our students and community.

Again, I thank you for all you do to make a difference.

Best wishes,

Sue

Statement from Unit Head

Unit head should use this section to share their thoughts on the performance of the unit as a whole for the previous year. They should also share their vision for the unit in the coming year. The message should be the same for all employees in a particular unit.

Statement from Immediate Supervisor

The immediate supervisor should use this section to summarize conversations had with the individual employee, specifically noting accomplishments and recognized areas for progress. Any specific plans for growth and/or development can be shared as well.

Statement from Employee

The employee should use this section to summarize their thoughts on their performance in the past year and specifically note desired areas for development and plans for growth.

Signatures

This form is one of several opportunities for reflection on an employee's performance during an evaluation cycle. Our signatures acknowledge discussion and receipt of this document and does not necessarily imply the employee's agreement.

However, because this appraisal does not require the recording of goals that have been set, our signatures do indicate our commitment to continuously developing and working to achieve goals that are responsive to the university's needs as it continues its path forward.

Supervisor Signature

Date

Employee Signature

Date

Second Level/Unit Head Signature

Date

FOR HUMAN RESOURCES USE ONLY

Updated in System

Date