

UCOP Update for Week of August 24

- **Performance Management**
- **Professional Development and Training**
- **Furlough Follow-up**

This week's message discusses the status of performance management and a new professional development and training program for the Office of the President.

Performance Management

An important aspect of improving how we work at the Office of the President is a comprehensive performance management program. You may recall that President Yudof announced a performance management process for the Senior Management Group several months ago. Senior managers, including those here at OP who report directly to the president, have completed the process, which includes identifying goals and metrics for measuring progress toward those goals.

But performance management is not just something for senior managers. President Yudof's directive is to incorporate stronger performance management throughout the organization. This means managers at all levels will be required to provide appropriate input to all employees, including performance appraisals for fiscal year 2008/09. Moreover, this will be an evolving process – the values identified in the Values Initiative will eventually be incorporated into performance management processes to ensure that our behavior at all levels supports the organization's values.

Professional Development and Training

To support managers and supervisors as the performance management process is implemented, UCSF-HR will offer a four-part series of performance management workshops beginning in mid-September. The series is part of a new training and development program developed by HR.

The full program includes curricula for managers, supervisors and administrative support staff as well as a career development program open to all staff. The Career Development program includes online assessment tools, workshops and small group sessions with career counselors. These programs, based on successful efforts at UCSF, will be tailored to OP and will incorporate the results of our values initiative project.

Tacy Trowbridge from the UCSF training and development staff has been appointed coordinator of training and development for OP employees and will have her office on the 5th floor of Franklin beginning in mid-September. In addition to coordinating the program, she will continue to assess our training and development needs, building on the work we began last winter with our manager focus groups.

This program is much richer than we have been able to provide in the past. I hope many of you will take advantage of offerings. Watch for more details from UCSF-HR in the coming months.

Furlough Follow-up

A number of questions have arisen since we announced the furlough plan for OP. Rather than attempt to answer questions here, I encourage you to visit the [Furlough Q&A](#) on the budget website.

Katie

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