UNIVERSITY OF HAWAI‘I
EXECUTIVE PERFORMANCE EVALUATION

Executive employees are responsible for providing the academic and administrative leadership of the University of Hawai‘i. It is through the expertise, initiative, and creativity of these individuals that the overall missions, visions and goals of the University are achieved. The Executive employees should be evaluated in a fair and consistent manner so that employees are recognized for making decisions that ensure the viability of the University.

To ensure an effective performance appraisal system, communication and input from the Executive employee is an essential component of the process.

I. PERFORMANCE CATEGORIES

• Less than Satisfactory Performance:
  (Consideration of non-renewal of appointment)

  Executive has not performed work which meets the performance criteria, as it relates to quality, quantity, timeliness, cost-effectiveness, interpersonal impact, and accountability of decision making.

• Fully Satisfactory Performance:

  An expectation that the Executive employee minimally meets this standard.

  Performs work as a fully competent Executive employee in the area of expertise and responsibility.

  Meets performance expectations relating to: quality, quantity, timeliness, cost-effectiveness, interpersonal impact, and accountability of decision making.

  Promotes collegiality, cooperativeness and consideration amongst coworkers, subordinates, peers and critical constituents.

• Superior Performance

  Exceeds performance expectations relating to: quality, quantity, timeliness, cost-effectiveness, interpersonal impact, and accountability of decision making.

  Promotes collegiality, cooperativeness and consideration amongst coworkers, subordinates, peers and critical constituents.

• Outstanding Performance

  Performs work that is outstanding in the accomplishment of program activities, projects, etc., relative to the quality, quantity, timeliness, cost-effectiveness, interpersonal impact, and accountability of decision making.