



Online Performance Evaluation Values ITEACH



Innovation

Search for a better way. Seek and implement ideas and approaches that can change the way the world discovers, teaches and heals. Drive transformational change.

- ✚ Demonstrates insight and motivation.
- ✚ Adds value to others through demonstrated service behaviors. Works independently with little supervision and seeks ways to improve work processes.



Teamwork

Respect diversity and one another. Communicate effectively and listen well. Be approachable and courteous. There is no limit to what we can achieve when we work together.

- ✚ Works cooperatively and effectively with others to achieve common goals, and participates in building a group identity characterized by pride, trust and commitment.
- ✚ Explains, describes, persuades, negotiates, and generally convey intended meanings and information to others.
- ✚ Interacts appropriately with all members of the campus community.



Excellence

Strive for the highest standards of safety and quality in all that you do. Work to achieve exceptional results.

- ✚ Completes assignments with thoroughness and accuracy and demonstrates professional written communication.
- ✚ Applies technical and/or professional expertise.



Accountability

Commit. Take ownership. Be resilient, transparent and honest. Always do the right thing and continuously learn.

- ✦ Demonstrates responsibility for persons, data, activities, resources and outcomes. Includes following the UNMC Code of Ethics.
- ✦ Completes work in a timely and efficient manner, sets meaningful and measurable objectives and goals, accomplishes goals within time frame, and volunteers for additional responsibilities.
- ✦ Accepts, adapts and copes with change, manages stressors in positive and constructive ways, and maintains harmonious working relationships with supervisors, co-workers, students, and the public.



Courage

Make the tough decisions. Have no fear of failure in the pursuit of excellence. Admit mistakes and learn from them.

- ✦ The extent of decision-making effectiveness and problem anticipation.



Healing

Show the empathy you feel. Be selfless in caring for patients, one another and the community.

- ✦ Leader in challenging situations that would commonly frustrate others, easily energizes group if things are stressful, is calm under pressure and does not become defensive in stressful customer interactions.
- ✦ Courteous and friendly with internal and external customers, facilitates positive interactions and solutions, places customer first and ensures customer is satisfied with service provided, and understands the value of customers.

Compliance

- ✦ Completes all compliance training in a timely manner.
- ✦ Understands and complies with federal and state laws, and regulations related to job duties.
- ✦ Understands and complies with UNMC policies and procedures.

Attendance

- ✦ Maintains acceptable attendance records, is punctual in starting workday and adheres to work schedule.

Unplanned absences for Performance Evaluation purposes **do not include** FMLA, funeral leave, planned sick leave or vacation/floating/banked leave.

Management Level/Competencies

Program Management

- ✦ Employee works to insure viability and growth, financial stability, and market standing for progress.

Human Capital Management

- ✦ Employee is able to attract, recruit, and retain high-quality staff.

Financial Management

- ✦ Employee is able to prepare and manage budgets, and be financially accountable.

Leadership Level Competencies

Transformational Leadership Level

- ✦ People follow employee because of who they are and what they represent.

UNePlan Strategic Planning

- ✦ Monitors strategic plan goals and successful completion.