

**Sam Houston State University**  
**A Member of The Texas State University System**

**Finance & Operations Human Resources Policy ER-6**  
**Staff Evaluation System**

**SUBJECT:** Staff Evaluation System

**PURPOSE:** To establish a systematic staff evaluation system for staff employees utilizing an annual performance appraisal process that will serve as a basis for merit pay increases (when available), employee development, and promotion decisions necessary to develop and maintain an effective and efficient staff workforce.

**POLICY:** It is the policy of Sam Houston State University to annually review and recognize staff employees. This policy ensures the University's performance standards, evaluation criteria, and appraisal process complies with the applicable regulations of the Equal Employment Opportunity Commission and related federal laws. Performance evaluations are based on lawful job related and non-discriminatory criteria, and are reviewed by Department Heads to ensure Equal Employment Opportunity (EEO) compliance.

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**1. Responsibility**

It is the responsibility of the immediate supervisor and/or the Department Head to monitor staff employee performance and behavior and to:

- a. Provide timely feedback to the employee
- b. Document exceptional performance and/or behavior

**2. Meritorious Service**

Meritorious service is defined as the performance of job duties consistently above the level of performance and productivity that is normally expected or required. Meritorious service should always be recognized by the immediate supervisor as soon as possible. A "well done" or "good job" lets the employee know he/she is appreciated and encourages continued good performance.

**3. Staff Performance Evaluation**

Staff performance evaluation is an on-going supervisory process. The immediate supervisor should recognize exceptional performance and review it with the staff employee immediately. The Staff Performance Evaluation (SPE) form should be used when a written exceptional performance evaluation is necessary to record a critical incident. The SPE form should be kept in the supervisor's file and used as a reference during the annual performance appraisal.

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**4. Annual Performance Appraisal**

During the Spring Semester each staff employee will receive an Annual Performance Appraisal provided the staff employee is employed on or before March 1<sup>st</sup>.

The immediate supervisor will use the Annual Performance Appraisal meeting to review with the staff employee his/her performance during the past year. Emphasis should be on the employee's performance and accomplishments that are above the level normally expected or required by the job. The review should include a discussion and agreement between the employee and the supervisor about what they can do during the coming year to help the employee develop his/her skills and ability to improve job performance and prepare for advancement opportunities.

The Annual Performance Appraisal (APA) is completed using the university's Talent Management system. Talent Management electronically stores the APA.

**5. Merit Pay Increase**

As a result of the Annual Performance Appraisal, the supervisor may recommend a merit pay increase when in his/her judgment the employee's performance is meritorious and exceeds minimum standards that are based on specific, objective, measurable, and consistently applied criteria. To be eligible for a merit increase the individual must be employed at least six (6) months and have not received a merit increase for at least six (6) months. Merit pay increases will be included in the budget and will become effective on the 1<sup>st</sup> of September. The amount for staff merit pay increases will be determined each year based on funds approved and available for this purpose. Each Divisional Vice President will provide their Deans/Directors and Department Heads with the needed direction to execute their merit recommendations.

**6. Seniority Merit Pay**

Seniority merit pay allows for employees with a minimum of ten years service at Sam Houston State University and who have reached the maximum pay level for their current job classification to receive a merit pay increase based on meritorious service. The seniority merit pay allows employees to exceed the maximum of their job classification pay range based on years of service at Sam Houston State University as follows:

<u>Years of Service</u>	<u>% Added to Maximum</u>
10-14	10%
15-19	15%
20+	20%

**7. Documentation**

Staff employee performance and/or behavior should be documented when, in the opinion of the supervisor, it is outside the range of normal expectations (critical incident). The Staff Performance Evaluation (SPE) form is the standard form used to document exceptional performance and/or behavior during the year. Retain the SPE form in the supervisor's file for use as a reference during the annual merit review. *Please see Finance & Operations Human Resources Policy ER-2, Employee Relations and Discipline of Staff Employees.*

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**8. Forms**

[Staff Performance Evaluation \(SPE\)](#)

Reviewed by: David M. Hammonds, Associate VP for Human Resources & Risk Management-3/1/2017  
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