



VCU

Open Position Salary Information Resolution

The VCU HR response to the Staff Senate resolution shared on December 20, 2023 is provided below.

We agree to the following requested actions:

- Remove the requirement for Senior Vice President approval of schools/units exceeding 10% exceptional ratings and allow the calibration process to remain at the current approval level
- Remove the requirement for Senior Vice President approval for consecutive years of exceptional rating
- Partner with Staff Senate to create a survey that will be distributed to staff and managers immediately following the evaluation cycle to provide feedback on the changes to the process, and collect feedback about potential changes to next year's evaluation process
- Continue HR's process of reviewing the distribution of performance evaluation ratings from all schools/units/divisions for the purposes of:
 - Identifying schools/units whose ratings are not in alignment with performance rating definitions or the university average, and
 - Working with management and local HR to provide education and shared expectations regarding the performance review process.

We will be moving forward with the requirement for manager completion of a "Request for Exceptional Performance Evaluation Form".

- We strongly believe that this moves us closer to our shared goal of maintaining a performance management process that accurately reflects the performance and accomplishments of each staff member.
- While a requirement of this nature is not yet a part of the faculty review process, it is similar in nature and process to the National/International Recognition Award (NIRA) scholars program for faculty that was recently implemented.