

From: Human Resources <Human.Resources@cwu.edu>
Sent: Tuesday, March 26, 2024 8:19 AM
To: Human Resources <Human.Resources@cwu.edu>
Subject: Updates on Performance Review Cycle

Dear Supervisors,

As we continue to align our daily activities with our [Vision, Mission, and Values](#), we are working to improve the way we handle performance reviews at CWU. Our goal is to focus more on regular feedback, coaching conversations, and development planning instead of on once-a-year ratings. To better meet individual and team needs, we are working on system enhancements that will introduce more flexibility for supervisors—moving away from a one-size-fits-all approach.

Next Steps:

- **Be sure your team is aware that performance reviews are moving to the fiscal year.** Until then, continue to have regular coaching and feedback conversations—outside of the ePerformance system.
- If you're ever in doubt about the latest information, visit the [Performance Reviews webpage](#).
- Feel free to share your feedback or questions, by emailing them to HR@cwu.edu.

Together, we hope to build a performance management culture that reflects our values and the needs of our employees.

Warm Regards,
Your Human Resources Team



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