

What's New in FY2018: MISSOURI S&T Performance Appraisals

Appraisal Forms

Most employees' 2018 myPerformance Appraisal forms no longer contain sections with Key Responsibilities or Past Goals. Union-eligible employees should see no change in their forms. Removing form sections which are not already predefined should streamline the appraisal process. To facilitate a better understanding of and dialogue between supervisors and employees about the basis for each selected rating, comments are required.

Your appraisal form will be assigned based on your sub-function. Sub-function is an employee group that is determined by the job you are currently in. At MISSOURI S&T, there are five sub-functions.

- Union Eligible
- Support Task Expert
- Subject Matter Professional
- Management
- Leadership

You can look up what sub-function you are in by using your job code or title to search the [Job Code Detail](#) website.

Three optional sections are still available:

- New Performance Goals
- Employee Final Comments
- Supervisor Final Comments

Success Factors

Success Factors, the university's competency model, has no changes in 2018. While the Success Factor definitions are the same across all employees, behavioral statements differ by sub-function. Specific definitions and behavioral statements for the Success Factors can be found on the myPerformance [webpage](#).

Have any questions?

For answers to your questions, call or email your [HR Strategic Partner or the HR Director](#); call the S&T Human Resources office at (573) 341-4241; send an email to hrs@mst.edu; or contact the HR Service Center by calling (573) 884-6996 or sending an email to myPerformance@umsystem.edu.