



- 4.1.1 Enable an employee and their manager to jointly develop individual goals, objectives, and expectations that support department, division, and University goals.
- 4.1.2 Assess progress against goals and facilitate mutual feedback and communication between the employee and their manager with a focus that will:
  - a. Recognize and celebrate achievements and successes,
  - b. Implement solutions to improve performance where goals and performance expectations are not being met, and
  - c. Identify gaps in skill, knowledge, and abilities and to identify tools, support and development opportunities to enable the employee to close these gaps.
- 4.1.3 Identify employee's interests related to any career aspirations within the University and

- b. Collection of Personal Information (I 10.05); and
- c. Confidentiality Policy (I 10.10).

## **7.0 ACCESS TO INFORMATION AND PROTECTION OF PRIVACY**

- 7.1 The information and records made and received to administer this policy are subject to the access to information and protection of privacy provisions of British Columbia's *Freedom of Information and Protection of Privacy Act* and the University's Information Policy series. The