Getting Started

- Start at the Human Resources home page: https://www.odu.edu/humanresources
- Select the PAPERS link on the right side of the page
- Select Login PAPERS System
- Click Monarch-Key Login
- Use your Midas ID and Password to login

- Click the three dots and select Performance Management

Manager Creates Plan for New Employee

- Under the Action Items list, the supervisor will see the Probationary Program – for employee name available. Select Manager Creates Plan – New Employee to begin.
NOTE: Prior to starting a performance plan be sure to refresh the job duties. While drafting the plan, a menu option to refresh job duties will be available on the right side of the screen. Select the correct job title and select apply. All tabs must be refreshed individually. If you see inaccurate information after refreshing please notify Employee Relations at 3-3394.

- Under the Performance Goals tab the manager may enter two to four performance goals for the probationary employee to achieve during their 12 month probationary period.

  - Typical goals for probationary employees include or resemble the following:
    - Master the policies, procedures, and methods used in the (department/role)
    - Formal and informal training will be provided as well as opportunities to apply knowledge on the job. Observe and attend training opportunities presented. Supervisor will provide regular feedback regarding progress.
    - Apply knowledge and adapt as needed to the Commonwealth of Virginia practices. Ask questions and obtain clarification whenever needed.

- When ready to submit, use the blue Actions button on the upper right side of the screen and select Complete. This will route the performance plan to the reviewer for approval.
Reviewer Review Plan/Approve Task for New Employee

- The Reviewer will receive a notification email from PAPERS regarding the Action Item now available to Review Plan/Approve Task. After logging in to PAPERS (see Getting Started above) the reviewer will see the option to Review Plan/Approve Task in their Action Items list.

- After reviewing the performance plan the reviewer has two options located at the bottom of the page:
  
  - **Return** - returning the performance plan with comments requires the supervisor to make changes and re-route the performance plan to the reviewer for approval.
  - **Approve** – allows the supervisor to route the performance plan to the employee for acknowledgement.

Performance Plan Returned to Supervisor for Changes

- Review any comments made by the reviewer
- Discuss changes with the reviewer as needed
  - Make required changes
- On the behavioral competencies tab select Complete at the bottom of the page.
- Selecting Complete will automatically route the performance plan back to the reviewer.

Performance Plan Approved

- When the performance plan has been approved by the reviewer and returned to the supervisor’s queue, the supervisor will have the option to Route Plan to Employee. By selecting Complete on this page, the plan will automatically route to the employee.

  - Supervisor meets with the employee to discuss the performance plan and routes the performance plan to the employee.
Employee Acknowledges Plan

- The employee logs in to PAPERS (see Getting Started above) and will see an action item to Acknowledge Plan.
- The employee may add comments and acknowledge the plan by selecting Acknowledge at the bottom of the page.

Six Month Probationary Review

- When the employee has been with the university for five months, the supervisor will receive an email notification to complete the six month supervisor evaluation in PAPERS. Log in to PAPERS (see Getting Started above) and select Supervisor Evaluation – 6 month to get started.

**NOTE:** If there are performance issues that need to be addressed, please consult with Employee Relations before drafting a probationary evaluation. This is especially important if you are planning on giving an overall rating of Below Contributor.

- Complete all tabs available (attachments are optional)
- When ready to submit, use the blue Actions button on the upper right of the screen and select Complete.
- Select the Home button on the upper left hand side of the page.
• Select **Route Evaluation to Employee – 6 Month** from your Action Items list

**Route Evaluation to Employee - 6 Month**

• Select **Complete** to route the 6 month probationary evaluation to the employee.

**Employee Acknowledges Performance Evaluation**

• The employee logs in to PAPERS (see **Getting Started** above) and will see the action item **Employee Acknowledges Evaluation**.

• The employee may add comments and acknowledge the evaluation by selecting **Acknowledge** at the bottom of the page.

*NOTE:* This completes the Probationary Plan & 6 Month Program. The employee will be automatically added to the Probationary 12 Month Program and the supervisor will receive an email notification when they employee has been employed for 11 months to begin the 12-month probationary evaluation.