

PMDP

PERFORMANCE MANAGEMENT & DEVELOPMENT PROGRAM

WHAT IS THE PERFORMANCE MANAGEMENT AND DEVELOPMENT PROGRAM?

A campus wide software program for streamlining and tracking performance management conversations between employees and their managers or supervisors.

The conversations documented by PMDP are outlined in the [performance management policy](#). This policy went into effect on July 1, 2015, and impacts all full or part-time University and Academic Staff with a defined or anticipated appointment greater than one year, Limited Appointees, and their managers or supervisors.

WHY IS A CAMPUS WIDE SYSTEM BEING IMPLEMENTED?

Having a centralized system for tracking and documenting performance management activities achieves greater consistency, transparency and efficiency in how these conversations are recorded. This allows for increased equity and fairness in how employees are evaluated on campus.

WHEN WILL MY AREA TRANSITION TO PMDP?

PMDP will be available for campus divisions to use beginning in August 2017. Divisions are working with OHR on launch timing that works best for them.

Check with your area's HR staff to find out when your area will launch PMDP.

HOW DOES PMDP BENEFIT EMPLOYEES?

1. An efficient documentation process:
 - a) Allows for greater clarity in employee goals and expectations
 - b) Leaves more time for quality performance management conversations between employees and their managers or supervisors
2. Having an electronic performance history:
 - a) Is helpful in achieving one's career goals
 - b) Allows for increased support in identifying and addressing areas in which one would like to improve
 - c) Increases the visibility of high quality work, which can lead to increased employee recognition and other benefits
3. Employees will have their performance management documentation at their fingertips, accessible from MyUW 24 hours per day.

HOW WILL PMDP BE USEFUL CAMPUS WIDE?

Campus areas can upload their performance management materials directly into PMDP, making the system easy to implement without drastically changing divisions' existing performance management processes.

Learn more hr.wisc.edu/pmdp/



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