June 24, 2016

To: Business Officers, Managers and Supervisors

Re: Webinar: The Impact of People and Performance Management: Managing the Shift to Pay for Performance at UC

As you know, the UC system is transitioning to a merit-based pay system that recognizes, rewards and incentivizes staff performance. We wanted to let you know that we have just added a new resource to assist supervisors and managers in leading the transition to this Pay for Performance system. It is a webinar entitled “The Impact of People and Performance Management: Managing the Shift to Pay for Performance at UC” which was presented by UCOPs’ Vice President for Human Resources, Dwaine Duckett, in April of this year. Pay for Performance is a significant shift for UC and this webinar will provide you with insight and a deeper understanding of the program.

Key topics include:

- What is driving the shift to pay for performance at UC?
- Performance management at UC – why is it important?
- What is successful performance management?
- Differentiating pay to relative performance

Effective performance management is central to Pay for Performance because it allows us to recognize and reward exceptional performance, and to provide the type of feedback that will help our staff to be successful. As always, if you have specific questions regarding performance management at UCR please feel free to contact the Employee and Labor Relations staff in Human Resources.

Information to access the webinar:

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<thead>
<tr>
<th>Webinar Title:</th>
<th>The Impact of People and Performance Management: Managing the Shift to Pay for Performance at UC</th>
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<td>Duration:</td>
<td>1 hour</td>
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| Instructions: | 1. Go to UC Learning Center at [www.ucrlearning.ucr.edu](http://www.ucrlearning.ucr.edu)
2. Enter your UCR NetID and password
3. Type in a key word from the course title in the search field and click Go
4. Click on the title of the course and select View |

Questions about accessing the webinar may be directed to [UCRLearning@ucr.edu](mailto:UCRLearning@ucr.edu). Questions regarding the contents of the webinar may be directed to Elizabeth Sanchez, at extension 2-1414 or via email at elizabeth.sanchez@ucr.edu.