



Team Members,

Our patients and communities count on us to do our best work every day. To do this, each of us must continually grow and develop as we strive to reach our greatest potential. With this goal in mind, I am pleased to announce improvements to our performance management process for FY19.

With these changes, we are establishing a common method for evaluating team member performance across the Health System. Key aspects of our improved process for FY19 include:

- One system designed to facilitate a fiscal year performance cycle (July 1 – June 30)
- Goal setting for all team members
- ASPIRE Values with common behavioral rating scale
- Consistent 3-point rating scale

Our goal with these changes is to make sure you have the support and guidance you need to perform at the highest level. When we all raise our game, we build a stronger and healthier organization that can better serve our patients and communities and advance our vital mission.

In the coming months, your leadership team will share more detail about these changes. In addition, I encourage you to participate in the education sessions and self-paced resources that will be available. If you have questions, please reach out to your manager or senior leadership.

Thank you for your commitment to growing and improving in pursuit of our collective goals. Our patients and communities are better for it.

Respectfully,

Richard P. Shannon, MD  
Executive Vice President for Health Affairs  
UVA Health System