

INCLUSIVENESS: How well does the employee embrace the strategic theme of striving for diversity that is broadly inclusive, warmly welcoming, and equitable in its treatment of all members of the University community? Is the employee committed to helping to create an inclusive environment in the workplace and greater campus?

<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Unacceptable
<ul style="list-style-type: none"> • Fosters a high level of respect for all individuals and points of view. • Goes above and beyond to demonstrate a personal commitment to creating an inclusive and warmly welcoming environment for all individuals. • Models highly effective interactions with all members of the campus community, campus visitors, and business and community partners without regard to individual characteristics • Never allows personal bias and assumptions to affect professional relationships. 	<ul style="list-style-type: none"> • Fosters respect for all individuals and points of view • Frequently demonstrates a personal commitment to maintaining an inclusive and warmly welcoming environment for all individuals. • Interacts appropriately with all members of the campus community, campus visitors, and business and community partners without regard to individual characteristics. • Rarely allows personal bias and assumptions to affect professional relationships. 	<ul style="list-style-type: none"> • At times, shows disrespect for some individuals and points of view. • Occasionally does not show a personal commitment to inclusivity, and may resist campus or department efforts to create an inclusive and warmly welcoming environment for all individuals. • Requires occasional reminders related to interacting with all members of the campus community, campus visitors, and business and community partners without regard to individual characteristics. • May sometimes allow personal bias and assumptions to affect professional relationships. 	<ul style="list-style-type: none"> • Often shows disrespect for some individuals and points of view. • Does not show a personal commitment to inclusivity, and frequently resists campus or department efforts to create an inclusive and warmly welcoming environment for all individuals. • Requires constant oversight when interacting with members of the campus community, campus visitors, and business and community partners because of their regard to individual characteristics. • Repeatedly allows personal bias and assumptions to affect professional relationships.

Comments: