

Online Performance Evaluation System Information

This site provides managers **AND** employees with consistent, objective methods for evaluating performance across the institution in support of the UAMS mission to improve the health, health care, and well-being of Arkansans and of others in the region, nation and the world.

All programs (clinical and non-clinical) are currently using the mandatory system to evaluate all non-faculty positions. It is not necessary to complete an evaluation on temporary, concurrent, and contract employees. At this time, faculty evaluations will continue using the current method, though faculty members who supervise non-faculty positions will use this system to evaluate their employees.

This system promotes two-way communication, fosters positive change and increases momentum toward achieving individual and organizational goals.

Supervisors **must** conduct employee evaluations using the online system. OPES provides a method for measuring job performance, identifying strengths and areas for improvement, coaching and development, and recognizing achievements. This system ensures job descriptions and performance are consistent with the UAMS core values.