Talent & Performance Working Group

Jody Ramirez

Johnny Watson-Mendoza

Maggie Freeman

Alicia Michalak

Tisha Gray

Cassondra Casanova

Nancy Deleon

Atina Adair

Noah Nettles

Patricia Williams

Rebekah Purget

Hailey Bearden

Eric Nykanen

Jessica Lennerton

August 14, 2025

1. Review Open Action Items

* Pool Managers can add/remove other Pool Managers after a pool has been created. HAC approved, priority 3
  + Expected implementation will be mid to late September

Reminders:

* **Deadline to submit change requests for performance reviews that will launch in 2026: October 17, 2025**
  + We discussed various options for adjusting Performance Reviews templates
  + Ratings scales can be customized, if they are adjusted for an existing template it will change for all System Members that are currently using that template
  + This is also the case for other aspects of the template, there are many things we can customize, add and remove, but it will effect all members that use the template unless a new template is created
  + We encourage any Organizations that are exploring changes like this to reach out so we can discuss available options within the timeline that is needed
* Reminder on requesting performance review launch
  + Request ***at least*** 2 weeks prior to launch date
  + Submit the request to [support@tamus.edu](mailto:support@tamus.edu) and include the following information:
    - Review Template to be used:
    - Performance Review Period Start Date:
    - Performance Review Period End Date:
    - Date you would like it run in Sandbox for testing:
    - Date you would like it to run in production:

1. Discussion:

* Allow Talent Partners to Archive Goals on behalf of employees
  + Employee only goals or Organization Goals as well?
    - Vote: 10 yes; 0 No
* Any other items?

# Next Steps and Action Items

**All:** Next meeting October 9, 2025