



Cal Poly
Pomona

MPP PERFORMANCE EVALUATION & EMPLOYMENT STATUS

Title 5, California Code of Regulations §§42722–42723

This guide explains how performance evaluations and employment status work for Management Personnel Plan (MPP) employees.

PERFORMANCE EVALUATION PROCESS

§42722



AT 6 MONTHS

- Complete first performance evaluation.
- Review performance expectations and goals.



AT 1 YEAR

- Complete annual performance evaluation.
- Evaluation may be used to determine salary adjustments based on merit.



EVERY YEAR THEREAFTER

- Annual performance evaluation continues.
- Evaluations support:
 - ✓ Merit-based salary recommendations
 - ✓ Professional development
 - ✓ Career growth opportunities



EVALUATIONS DRIVE SUCCESS

Your performance evaluation helps recognize your contributions, support your growth, and inform merit-based decisions.

MPP EMPLOYMENT STATUS

§42723



AT-WILL EMPLOYMENT

- MPP employees serve at the will of the President or Chancellor.
- MPP appointments do not include probation.
- MPP employees do not earn permanent status through an MPP appointment.



IF EMPLOYMENT ENDS

For employees hired on or after January 1, 1984:

- Receive at least 3 months' notice before separation

OR

- Receive salary in lieu of notice.

(Does not apply to athletic personnel serving under a definite-term appointment.)



ATHLETIC PERSONNEL

- May receive written definite-term appointments with specific start and end dates.
 - Appointment may be ended under the terms outlined in the appointment document.
- §42723(b)



EMPLOYEES WITH PERMANENT STATUS BEFORE JANUARY 1, 1984

- May retain permanent status and certain retreat rights if eligible.
- §§42723(c)–(d)



QUESTIONS?

Contact Employee/Labor Relations & Compliance
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