

The Ohio State University  
Department of Athletics & Business Advancement  
Performance Review

**Employee:** Ryan Stamper  
**Job Title:** Director of Player Development  
**Manager:** Brian Voltolini  
**Date of Review:** 6/16/18

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### **Performance Management Process:**

We are committed to fostering a high performance culture. To achieve this, we strive to provide each member of our staff with clear performance objectives, ongoing coaching and feedback, professional development, and recognition for exceptional work.

The performance review gives employees and managers an opportunity to reflect on the past year, celebrate our successes, learn from our challenges, and plan for our future.

Sections I & II of the review must be completed by each employee and forwarded to your manager prior to your review. The manager will review the information the employee provides in the self-appraisal and goal setting sections and use it to help them complete the annual review. Employees and managers must meet to discuss the review. Employees are able to attach comments to the review if they choose to.

All reviews must be completed and turned in to Human Resources by June 29<sup>th</sup>.

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### **Core Values:**

<b>Integrity</b>	We will act with integrity and personal accountability.
<b>Education</b>	We will educate each student-athlete with quality academic, competitive, leadership and social experiences to build a sense of responsibility and foster an appreciation for life-long learning.
<b>People</b>	We will keep the well-being of our student-athletes, coaches and staff at the core of every decision.
<b>Excellence</b>	We will excel in performance, achievement and service.
<b>Respect</b>	We will celebrate a climate of mutual respect and diversity by recognizing each individual's contribution to the team.
<b>Innovation</b>	We will encourage innovation, develop a curious mindset and embrace change.
<b>Community</b>	We will enhance the lives of those in our university, city and state communities by helping and paying forward to others.
<b>Tradition</b>	We will build upon our traditions which have been developed throughout our proud history.

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## Section I. – Self Appraisal

List your key job responsibilities. Assign the % of your time spent in each area. Evaluate each area according to the rating standards. Complete all sections in section I prior to your review and forward to your manager.

% Time	Description of key job responsibilities	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
33%	Real Life Wednesday (Shadowing, Internships, Speakers, Job Fair)	*		
33%	Development of Student Athletes (Outreaches, Disciplines, Mentor, etc)		*	
33%	Miscellaneous (Dorms, Housing, Vehicles, Budgets, Player issues, parking, social media, Student Conduct, COAM, etc)		*	

### Summary & Highlights of this past year:

This past year has been a really good year comparing to my 6 years at Ohio State. The off-field issues were probably as low as we've had. I think this year I did a better job being proactive handling situations and addressing them with player and staff. Our freshmen this year bought in to the culture immediately. Real Life Wednesday/Job Fair was also a success this year. One challenge I will have moving forward is changing up the follow of the Job Fair and getting former student athletes to attending. The goal of every player having a Job once they graduate is becoming reality. The shadowing and internships were the best we've had this summer.

### Challenges I faced this past year: (job/position related)

A challenge of mine this past year was on the academic side. I need to do a better job of staying on top of SASSO staff and Tony Tucker. Another challenge was trying to do better in every aspect of my job then previous years. That includes Real Life Wednesday, Job Fair, Outreaches, Disciplines and etc.

### What I will do this year to improve myself & my program:

To improve myself and my area, I will continue to keep things fresh and new for student athletes. Fresh and new keeps the student athletes engaged and eliminates complacency from myself.

## Section II. – Goal Setting

Employees need to complete a draft of section II for their manager prior to their review. Managers will provide additional input or focus into the employee's goals. Employees & managers will work collaboratively to establish the final goals and performance measures for the upcoming year. Goals should be finalized by July 1<sup>st</sup>.

Goals should be specific, measurable, attainable, realistic, and timely. This document should be reviewed throughout the year during coaching sessions and may evolve as needed.

The department's Strategic Plan should be a component of identifying goals for each employee. Other goals will be more focused on the individual position description and responsibilities of the employee. One goal should be focused on the individual employee's professional development.

### 2018-2019 Goals & Performance Measures

Goal #1: Every player who graduates, have a job soon after graduation.	Progress Dates:
Goal #2: Have another successful Real Life Wednesday and Job Fair	Progress Dates:
Goal #3: Win Big Ten Championship	Progress Dates:
Goal #4: Minimal off the field issues	Progress Dates:
Goal #5: Make sure players are eligible and graduate from The Ohio State.	Progress Dates:

Employee Signature: \_\_\_\_\_

Manager Signature: \_\_\_\_\_



### Section III. – Performance Review

Staff will be rated by their manager in each of the performance areas listed below. Employees and their manager will meet to discuss each section, why they received each rating, examples to support each rating, and if needed what the manager’s expectations are and how the employee can sustain or improve in each area.

**Rating Standards:**

Employees will be given ratings for each of the listed performance areas according to the following rating scale:

<b>Performance Exceeds Expectations</b>	<ul style="list-style-type: none"> <li>• Work is consistently efficient, accurate, reliable and, timely; is of superior quality and goes beyond the expectation of the performance objective or core competency.</li> <li>• Work is a model for reflecting and supporting the values of The Ohio State University and Department of Athletics.</li> </ul>
<b>Performance Meets Expectations</b>	<ul style="list-style-type: none"> <li>• Work consistently meets the requirements of the performance objective or core competency.</li> <li>• Performance is of high quality; it is efficient, accurate, reliable, and timely.</li> <li>• Work is done in a manner that reflects the values of OSU and Department of Athletics.</li> </ul>
<b>Opportunity for Improvement</b>	<ul style="list-style-type: none"> <li>• Performance may partially meet the requirements of the performance objective or core competency.</li> <li>• Performance warrants considerable improvement.</li> <li>• Specific recommendations should be discussed in order to facilitate improvement.</li> </ul>

Core Competencies:	Performance Exceeds Expectations	Performance Meets Expectations	Opportunity for Improvement
1. Job Knowledge:	X		
2. Productivity & Quality of Work:	X		
3. Communication:		X	
4. Teamwork:	X		
5. Personal Conduct & Accountability:	X		
6. Leadership:	X		
7. Management (if applicable):		X	

Summary & Highlights from Past Year:

Ryan did a great job this year. Always growing and trying to get better.

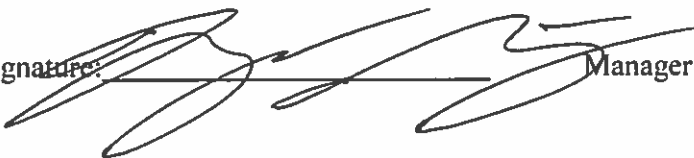
Key areas or priorities for growth / improvement / focus for the upcoming year:

Communication with everyone with SASSO under his watch, he needs to make sure everyone understands to talk the same language.

AN OVERALL RATING MUST BE DESIGNATED FOR ALL EMPLOYEES

OVERALL RATING: Choose an item. *Exceeds*

Employee Signature:



Manager Signature:

