ILLINOIS PERFORMANCE MANAGEMENT PROGRAM

A consistent, modern approach to performance growth

Illinois policy requires all staff employees to receive a written performance review at least once each year. The Illinois Performance Management Program in Cornerstone (CSOD) is a fully electronic, centrally supported solution that fulfills this requirement while also supporting meaningful goal setting, competency development, and ongoing employee growth.

Many units currently rely on locally managed tools such as Word documents, PDFs, and spreadsheets. While these approaches can meet minimum compliance standards, they often omit goal setting and create challenges with consistency, documentation, tracking, and continuity over time, particularly for leaders overseeing multiple teams.

A centralized, guided process for:

- Shared goal setting and progress toward outcomes
- Reflection and feedback on competencies and performance indicators
- Documentation of accomplishments, challenges, and growth

Designed for practical adoption

Participating units have been able to map existing practices into CSOD without rebuilding their entire process. The transition is designed to be low effort, supported by short, on-demand training and hands-on onboarding to the CSOD platform from Illinois Human Resources.

Strengthens compliance and reduces risk

CSOD provides a consistent, documented, and centrally supported approach that helps units demonstrate compliance with Illinois policy requirements while reducing risks tied to missing, inconsistent, or difficult-to-retrieve documentation.

Flexible and fully supported

Units retain flexibility to set review timelines that align with operational needs. The program is centrally supported and offered at no cost, with ongoing guidance, technical assistance, and training resources for both employees and supervisors.

Why this works best

This program is particularly well suited for units that manage large or distributed teams, experience supervisor turnover, or need a centralized platform accessible to both supervisors and employees to improve consistency and move away from manual or paper-based review processes.

Participating Units

Participating units include Grainger Engineering, Liberal Arts & Sciences, Technology Services, Gies Business, School of Social Work, Illinois Human Resources, School of Information Sciences, Illinois International, College of Education, and more.

Explore the program and next steps

Units interested in exploring whether the Illinois Performance Review Program in CSOD is a good fit are encouraged to request a brief demonstration or informational conversation.

Contact: IHR@Illinois.edu