

UGA Staff Competency Model

The UGA Staff Competency Model, a component of the Engage & Learn Initiative, has been designed to create a focus on lifelong learning and professional development for career success and growth. The model identifies five core competencies that are critical to the success of all staff positions regardless of job function and two leadership competencies that are critical to leader, manager and supervisory roles and positions.



The Staff Competency Model will benefit the University, Units and Staff by being integrated into the Staff Talent Lifecycle including:

- Recruitment and selection of candidates;
- Onboarding and orientation for new hires;
- Ongoing staff professional development with a focus on lifelong learning;
- Better ability to identify opportunities for career growth;
- Recognize and reward performance based on common supporting behaviors; and
- Workforce planning.

(see back for integration timeline)

UGA Staff Competency Model Integration Timeline

(as of July 2021)

August 2021

- **New Hire Orientation:** The Staff Competency Model will be introduced to all new full-time benefits eligible staff hires at the newly developed New Hire Orientation.
- **Staff Professional Development:** The Competencies will be added in PEP (Professional Education Portal) allowing all staff and supervisors/managers to search for learning activities related to each of the seven competencies. Playlists can also be easily created for any of the competencies or a combination of competencies and can be shared with others.

September 2021

- **UGAJobs:** Competencies and their respective KSAOs (Knowledge, Skills, Abilities and Other Characteristics) will be tied to the 115 BCATs.
- **Performance Management Development:** Kick-off development of a new performance management process for staff evaluations that will incorporate the five core and two leader/manager/supervisor competencies. Details will be shared and training will be provided for all staff and their managers well in advance of implementation.

Resources:

Staff Competency Model website:

https://engageandlearn.uga.edu/staff_competency_model/

Questions? Email: UGACompetency@uga.edu

Engage & Learn website:

<https://engageandlearn.uga.edu/>