

MPP Evaluation (Evaluator Guide)

This guide is designed to assist evaluators in the process of completing and submitting performance evaluations for employees using the Kualibuild platform. Follow these steps to ensure a smooth evaluation process.

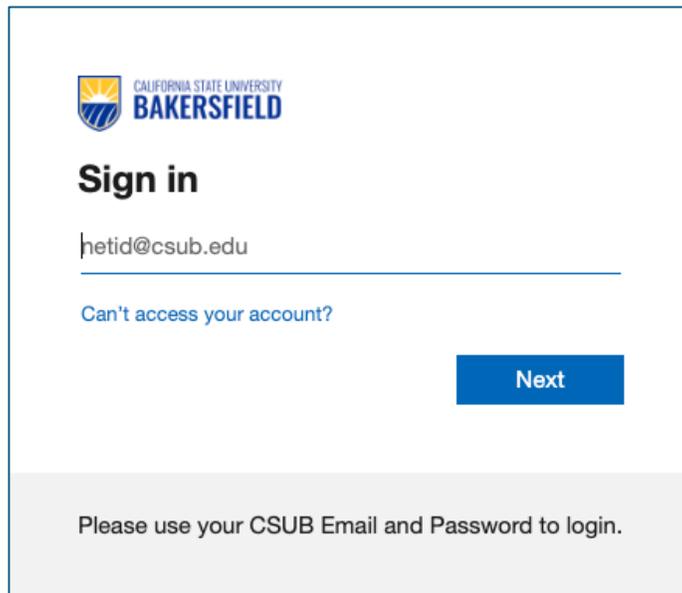
Step 1: Accessing the Evaluation

- Click on the link below to access the MPP Evaluation.

Link to evaluation (<https://csub.kualibuild.com/app/65d4feb6f9a011013b2e22c8/run>)

Step 2: Logging In

- You will be directed to a secure login page. Enter your CSUB Credentials (Email and Password).



CALIFORNIA STATE UNIVERSITY
BAKERSFIELD

Sign in

hetid@csub.edu

[Can't access your account?](#)

Next

Please use your CSUB Email and Password to login.

Step 3: Drafting the Evaluation

- Once logged in, you will be able to see the performance evaluation. Take your time to thoroughly complete the evaluation.
- Begin drafting the evaluation by filling out the required fields and providing your assessment of the employee's performance.
- Click "**Save**" once completed, and you are ready to schedule your meeting with with the employee.
- You can access your draft at any time by clicking the following link.

Link to drafts (<https://csub.kualibuild.com/build/my/drafts>)

Step 4: Meet with the Employee

- Schedule a meeting with the employee to discuss the draft evaluation after it's been saved. This is an opportunity for open dialogue about performance and expectations.
- During the meeting with the employee:
 - Present the draft evaluation ([from your Quali Build drafts](#)) and discuss each point with the employee.
 - Address any concerns or questions the employee may have.
 - As the meeting concludes, inquire if the employee wishes to submit a rebuttal (a formal response to the evaluation).
 - If they choose to submit a rebuttal, instruct them to send it electronically in a document format (.docx or .pdf) to your email.
 - If the employee chooses to sign the evaluation and does not intend to submit a rebuttal, proceed to **“Submit”** the finalized evaluation form.

Step 5: Attaching an Employee Rebuttal (If Applicable)

- An employee can add a rebuttal to the evaluation either during the meeting or afterward. Regardless of the timing, it's your responsibility to review and address the points raised in the rebuttal. You can attach the rebuttal to the evaluation before pressing the “submit” button to send the evaluation for signature.
- In cases where a rebuttal is submitted after you have sent the final evaluation for signature through Quali, the employee may utilize the "Send Back" function to return the evaluation form. They should then provide the rebuttal in a separate electronic document, and you can then attach the rebuttal and press “submit” again.
- If necessary, schedule a follow-up meeting to discuss the rebuttal further. If you determine that the employee's rebuttal warrants changes to the ratings or narrative in the evaluation, you can edit the draft evaluation and meet again with the employee to discuss the revised draft.
- If an evaluation has been “sent back”, you will receive an email titled **“An item has been sent back to you (####)”** which will be sent to your CSUB email address.
 1. Click on the "View Item" button at the bottom of the email. You will see the performance evaluation.

2. Attach the rebuttal in attachment section of the form.
3. Once attached, click "Submit" to route the form to the employee for acknowledgment.

<p>Would you like to add an attachment (goals, notes, other relevant information) or an employee rebuttal?</p> <p><input checked="" type="checkbox"/> Yes</p>	<p>Attachment</p> <p>Select a File</p>
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Contact Information:

If you have any questions about the evaluation process, please contact **CSUB Human Resources** at hr@csub.edu or **(661) 654-2266**.