Getting Started

- Start at the Human Resources home page: https://www.odu.edu/humanresources
- Select the PAPERS link on the right side of the page
- Select Login PAPERS System
- Click Monarch-Key Login
- Use your Midas ID and Password to login

- Click the three dots and select Performance Management

Refreshing the Position Description

You should refresh the PD for your classified employees prior to beginning an evaluation. Once the evaluation process has been started, a PD cannot be refreshed.
To Refresh a Position Description:

- Select **My Employees’ Reviews** on the left hand side of the page.

- Select the **Staff Annual Program** for the employee whose PD needs to be refreshed.

- Select **Plan** on the sidebar.

- Click the blue **Actions** button and select **Revise**.

- On the right side of the page use the option to **Refresh Job Duties From** select the correct job title and select **Apply**. Complete this action on each tab to update the PD for your Supervisor Evaluation.

- Select the **Special Assignments** tab and refresh the duties again.
Select the **Behavioral Competencies** tab and refresh the duties again.

**Behavioral Competencies**

NOTE: Each time you refresh a tab on the PD you will receive this warning message:

jobs.odu.edu says:

Are you sure you want to refresh the “Special Assignments” section from the position description? This will overwrite the existing content in this section.

Click **OK**

Each time a section is successfully refreshed you will see the following confirmation at the top of the screen:

The "Special Assignments" section has been refreshed from the position description.

- Once the PD has been refreshed, you can begin completing the evaluation.