



University Life Professional Development February 2026 Newsletter

Hi UL & Friends!

Congratulations! You have officially made it through the 785 days of January! ☐

With the arrival of February, it feels as though the semester is off to the races. This is an opportune time to remind you that we are entering performance management season with our partners in Human Resources. Communication has been sent to UL Unit Leaders with reminders of the timeline and updates associated with the process. *Self-Evaluations launch on February 16, 2026 and will be due on March 2, 2026.*

Staff and supervisors should use the **rating rubrics** for **BOTH** self-evaluations and supervisory evaluations. The rubrics establish a shared framework for applying ratings and support calibration across units and student journey teams to achieve consistent and equitable outcomes, which can be found [here](#).

The HR Performance Management team has been developing and uploading resources to assist with the entire performance management process to create ease in the annual review process. We encourage you to utilize the resources now and throughout the year.

There are also valuable goal setting resources that will guide you and your team to developing SMART performance goals so that we can meet expectations. More information on the process, timeline, criteria: <https://hr.gmu.edu/performance-evaluations/annual-evaluation-guidance/>

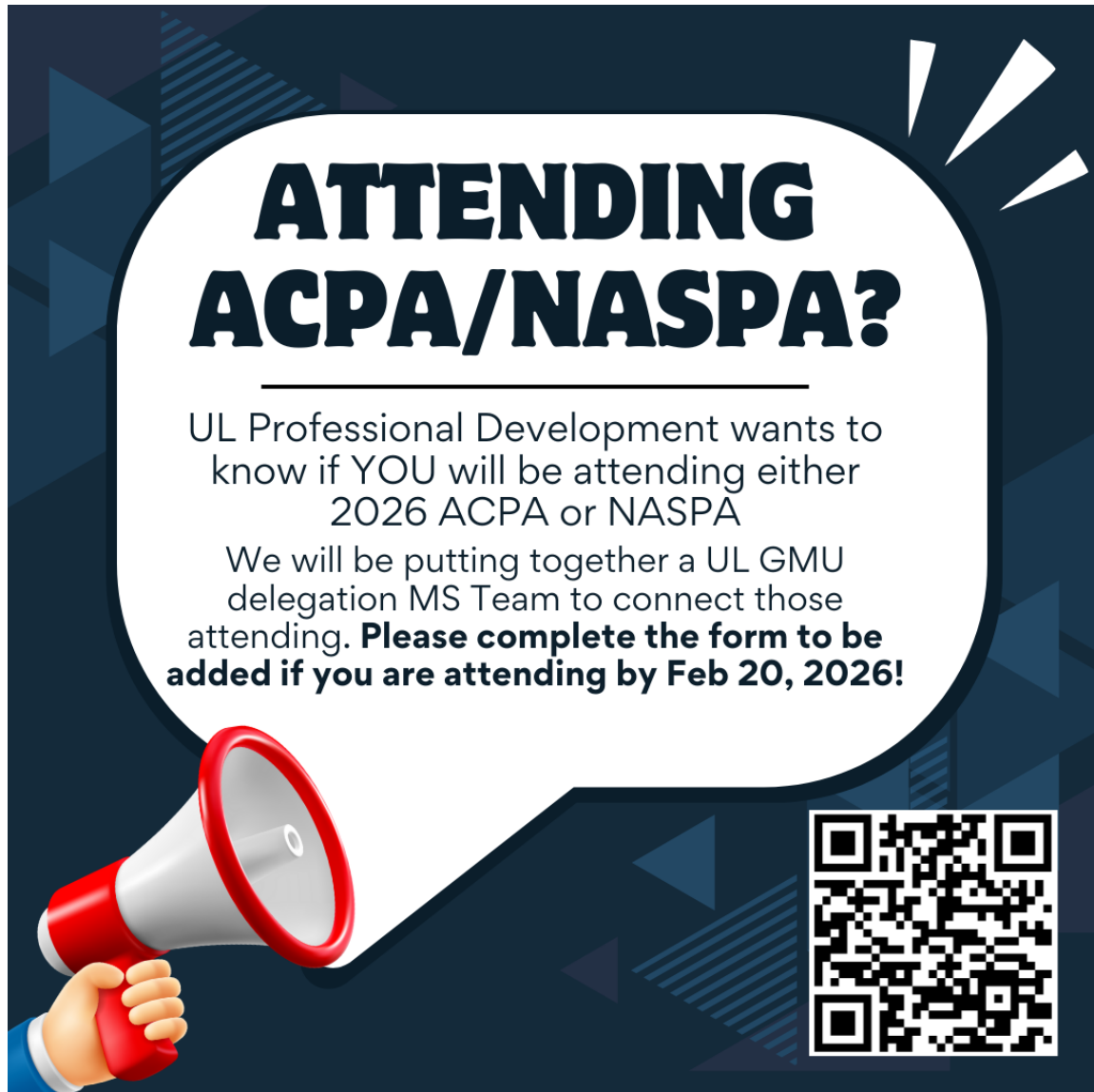
UL Professional Development will be offering sessions to support you in this work with your self-evaluation and for supervisors preparing for staff evals. Information about these sessions are below and we to see you there!

Happy Homecoming Week! We hope you can attend at least one of the awesome events sponsored by Student Involvement and catch that Mason Spirit!

Warmly,

The UL Professional Development Team

Attending an Upcoming Professional Conference? Let Us Know!

A graphic with a dark blue background featuring geometric shapes. A hand holds a red and white megaphone on the left. A large white speech bubble in the center contains text. On the right, there is a QR code and three white diagonal lines pointing upwards.

ATTENDING ACPA/NASPA?

UL Professional Development wants to know if YOU will be attending either 2026 ACPA or NASPA

We will be putting together a UL GMU delegation MS Team to connect those attending. **Please complete the form to be added if you are attending by Feb 20, 2026!**



Registered for ACPA or NASPA 2026? UL Professional Development wants to include you on the GMU UL Delegation teams for these conferences by completing the form linked below.

[Upcoming Conference Attendance Form](#)

Drop-in Virtual Session: Self Evaluation & Goal Development

DROP IN VIRTUAL UL CO-WORKING SESSION: SELF-EVALUATION & GOAL DEVELOPMENT

This informal, collaborative session will provide space for participants to engage with peers and facilitators, ask questions, and refine their self-evaluation documents.

This session will encourage action planning and accountability for participants as they work toward their career goals.



Friday @ 10am-12pm
Feb 20, 2026



**RSVP For the
Session Link**



<https://SelfEvalGoalDevtSession2026.eventbrite.com>

Sponsored by UL Learning & Development Committee

With Self-Evaluations launching on February 16, UL Pro Dev invites you to space to encourage you to work on yours and get any questions you might have about the performance management process answered!

RSVP Here!

Upcoming Programs & Events

Beyond Burnout: Building Thriving Teams

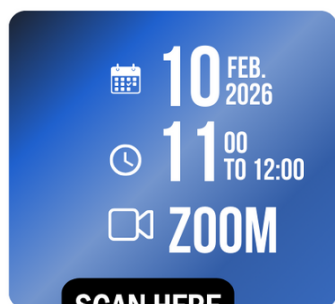
BEYOND BURNOUT

BUILDING THRIVING TEAMS



Join us for an interactive session, based on the book "Rethinking Employee Resilience: Why Our Current Approach to Worker Burnout is Failing, and How to Fix It", offers a fresh perspective on employee resilience, exploring the root causes of burnout and practical strategies to build thriving teams.

Participants will learn how personality traits, digital fatigue, and organizational culture contribute to stress, and how to counteract these forces using the COPES Model of Resilience.



SCAN HERE



REGISTER NOW

SESSION OBJECTIVES:

- 1 Define and identify root cause of Burnout
- 2 Discuss practical and actionable Strategies to Support Resilient Teams
- 3 Review the COPES Model of Resilience
- 4 Explore application of content in your workplace and team

Sponsored by HR Faculty Staff & Engagement
and UL Professional Development



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Struggling with burnout? You are not the only one!

Traditional approaches to employee burnout largely do not address root causes. This interactive session offers a fresh perspective on employee resilience, exploring the root causes of burnout and practical strategies

for building thriving teams. Participants will learn how personality traits, digital fatigue, and organizational culture contribute to stress, and how to counteract these forces using the COPES Model of Resilience.

[Register Here!](#)

UL Tech Tips Upcoming Session

Spring 2026

UL TECH TIPS SERIES

17
February

**MICROSOFT COPILOT
& PATRIOT AI**

1:00 - 2:00 PM

Tools to Streamline Workflow

- Learn to maximize professional uses
- Explore Microsoft & University systems integrations

[Learn more on Eventbrite!](#)

Register Here:

<https://MS-Copilot.eventbrite.com>



UNIVERSITY LIFE
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Join us for the second workshop in our Spring 2026 UL Tech Tips series, where we'll dive into the world of Microsoft Copilot and Patriot AI. We'll learn how most effectively leverage the professional uses of Microsoft Copilot and Patriot AI in your work.

We hope to see you there!

[Register Here](#)

February Manager Meet-up Session



Strategies for Success with Managing Staff Evaluations

Thursday, February 26, 2026 from 2:00PM - 3:00PM

Join the Supervision Collective for an interactive session focusing on supporting supervisors in preparing for performance evaluations for your team in as we head to the end of the current performance cycle. We will discuss strategies and tools to support you and your team in reviewing their cycle of work.

In the session, participants will:

- Identify strategies to effectively prepare for drafting performance evaluation
- Explore tools to support you in the performance management process
- Engage in discussion to illuminate best practices to inform your approach to performance evaluations.

Register Here: <https://ManagerMeetupFeb2026.eventbrite.com>

Manager Meetup

Join the Supervision Collection for our monthly Manager Meetups! Sessions focus on various topics impacting supervisors and are interaction based between participants. All are welcomed in this space. You do NOT need to be a supervisor to attend!



Register Now



Managers are responsible for providing members of their team's quality, well-rounded evaluations that are reflective of an employee's experience over the calendar year. This is a cornerstone of the staff experience, yet supervisors sometimes are challenged with the preparation of individual evaluations.

Join the Supervision Collective on Thursday, February 26, 2026, at 2pm for an interactive session focusing on strategies to support the drafting and delivery of effective staff evaluations.

Register Here

UL Threat Evaluation & Reporting Training (TERO)

ATTEND THE UL THREAT EVALUATION & REPORTING TRAINING

The Threat Evaluation and Reporting Overview (TERO) is an introductory training created by the Department of Homeland Security. The TERO is intended for community members who play a role in identifying threats or observable behaviors that may concern others, emphasizing the importance of community involvement, and raising awareness about the behavioral approach to violence prevention.

Presented by Dr. John Cicchetti, Ph.D., the Director of Behavioral Threat Assessment, and Management and Co-Chair of the Threat Assessment Team at George Mason University. He is a National Threat Evaluation and Reporting Certified Master Trainer through the U.S. Department of Homeland Security.



Learning Outcomes:

- ✓ Identify threats or observable behaviors that may concern others
- ✓ Expand awareness about targeted violence and behavioral threat assessment and management
- ✓ Identify channels to report warning signs
- ✓ Understand the resources available to get involved and keep communities safe



Thursday, Feb. 12
1 PM - 3 PM EST

Johnson Center, Room D



Register
Here



<https://Threat-Evaluation-and-Reporting-Training.eventbrite.com>



**Homeland
Security**

Join University Life for The Threat Evaluation and Reporting Overview (TERO) an introductory training, facilitated by Dr. John Cicchetti, Director of the Student Support and Advocacy Center.

The TERO Training is open to all community members who play a role in identifying threats or observable behaviors that may concern others. This session covers a variety of topics including targeted violence, behavioral threat assessment and management, and how to recognize

the warning sings. The TERO emphasizes the importance of community involvement and raises awareness about the behavioral approach to violence prevention.

The training will take place in the Johnson Center, Meeting Room D on Thursday, February 12 from 1:00pm to 3:00pm.

[Register Here](#)

UL Productivity Power Hour - Spring Series!

PRODUCTIVITY POWER HOUR

UL FOCUS SESSION

Drop in anytime!



Get work done!

Join us at 11am every other Friday this Spring!

JAN	FEB	MAR	APR	MAY
16+30	13+27	13+27	10+24	8

REGISTER:

<https://UL-Productivity-Power-Hour.eventbrite.com>

Sponsored by University Life Professional Development



UNIVERSITY LIFE
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Feeling swamped with semester projects and deadlines? Join our Virtual Productivity Power Hour focus sessions and rediscover your motivation and momentum. In just one hour on Zoom, we've designed an environment that empowers you to make real progress on your projects.

Why Join?

- **Accountability:** Co-working in a virtual setting keeps you on track and accountable for your goals.
- **Resource Hub:** Get access to tools and tips that will enhance your productivity.
- **Colleague Support:** Share the virtual workspace with colleagues who are equally driven, making work feel less like work.

[Register Here](#)

UL Professional Development Consultation Services

University Life's Professional Development team is here to support you with customized consultations designed to meet your unique needs. Whether you're planning a team retreat, developing a training program, or seeking individual career coaching, we offer a range of services to help you achieve your goals.

Complete the intake form and let the adventure begin!



UNIVERSITY LIFE PROFESSIONAL DEVELOPMENT CONSULTATION

Tailored Support for You and Your Team's Professional Development Journey

The University Life Professional Development team is here to help with everything from team retreats to individual coaching.

Complete our intake form to schedule an initial meeting. We'll help design a plan to support you and your team's unique goals and growth needs.

forms.office.com/r/d3EJJZVQcz



CONSULTATION SERVICES INCLUDE



Retreat Development
for Unit/Team



Customized Team
Training and
Workshops



Program Design



Graduate Professional
Assistantship
Development



Thought
Partnership/Brainstorming

CONTACT:

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🌐 ulprofdev.gmu.edu



Consultation Services Intake Form

Visit the UL Professional Development calendar for more event listings and updates.

<https://ulprofdev.gmu.edu/calendar/>

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