



TO: Regent Laws & Policies Stakeholders
FROM: Felicity O'Herron, Vice President and Chief Human Resources Officer
Lisa Landis, Associate Vice President of Employee Services
DATE: March 1, 2024
RE: Recommended Changes to Regent Policy 3.F: Evaluations for Officers of the University and Officers of the Administration

Background

Policy 3.F: Evaluations for Officers of the University and Officers of the Administration is under the functional area of Employee Services and is being reviewed as part of the formal review of Regent Laws and Policies.

Recommendations for Regent Policy 3.F

This change to Regent Policy implements a two-year pilot for evaluating all officers of the university (president, university counsel and secretary of the board of regents, treasurer, and director of internal audit), chancellors, and all System Administration employees. This pilot temporarily replaces the current numeric standard for evaluation of the president (a 3-1 reverse ascending standard), which is inconsistent from all other university employees (1-5 ascending standard) and deploys a feedback-focused method of performance management standard for the groups of employees described above that evaluates whether the employee is performing or whether additional support is needed.