



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

January 13, 2023

Amendments to Board Policies R208 and R209, Presidential Performance and Evaluation Process

Proposed amendments to Board policies R208, *Resource and Review Teams* and R209, *Evaluation of Presidents* outline changes to the presidential performance and evaluation process including: eliminating Resource and Review Teams and installing institutional liaisons to conduct campus visits and attend meetings to provide information to the Board on the president's and institution's progress; creating annual requirements to set key performance indicators which must be approved by the Board of Higher Education and to update the Board on the president's progress on the prior year's performance indicators; requiring presidents to undergo a comprehensive performance evaluation every fourth year, to be completed in the spring; eliminating the evaluation committee and procedures in lieu of a consultant retained by the Board; and maintaining existing evaluation criteria and adding additional criteria outlined in the attached Overview of Proposed Amendments to Presidential Evaluation Process.

As part of the presidential performance process, the Office of the Commissioner and institutions should work together to identify and provide professional development resources to presidents.

The proposed amendments were developed in consultation with former higher education presidents. The Executive Committee has reviewed the proposed amendments and provided feedback.

Commissioner's Recommendation

The Commissioner recommends the Board approve the amendments to Board policies R208, *Resource and Review Teams* and R209, *Evaluation of Presidents*.

Attachments