



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

December 1, 2023

## Presidential Evaluation Consultants

Board Policy [R209, \*Evaluation of Presidents\*](#), requires each USHE institution president to undergo a comprehensive performance evaluation every four years. Evaluations are scheduled this year for Presidents Darin Brush (Davis Technical College), Paul Hacking (Tooele Technical College), and Richard “Biff” Williams (Utah Tech University).

The policy calls for the Board to retain a qualified consultant to conduct each evaluation. The consultant will seek information about the president’s performance from the president and relevant stakeholders, review data, and provide a confidential written report for the Board documenting the president’s strengths and areas for future focus and improvement.

Interim Commissioner Landward has retained as consultants on behalf of the Board:

- Dr. Diane Culpepper (for Presidents Brush and Hacking), recently retired president of Lake Technical College in Florida.
- Dr. Stan Albrecht (for President Williams), a recent member of the Board of Higher Education and former president of Utah State University.

Both consultants have conducted several successful presidential evaluations in recent years.

### Commissioner’s Recommendation

The Commissioner recommends the Board ratify the engagement of Dr. Diane Culpepper as consultant to conduct the comprehensive evaluations for Presidents Darin Brush and Paul Hacking and Dr. Stan Albrecht as consultant to conduct the comprehensive evaluation for President Williams.