



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

May 18, 2023

Amendments to Board Policies R208 and R209, Presidential Evaluation Process

Proposed amendments to Board policies R208, *Resource and Review Teams* and R209, *Evaluation of Presidents* outline changes to the presidential evaluation process including:

- Eliminating Resource and Review Teams and installing institutional liaisons to gather information for the Board about the institutions to which they are assigned;
- 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; eliminating the evaluation committee and procedures in lieu of a consultant retained by the Board; and
- Direct the Commissioner's Office to connect presidents with management and leadership resource and opportunities, which may be funded by the institution.

The proposed amendments were developed in consultation with former higher education presidents and members of the Board's committees, and the Executive Committee recommended they be forwarded to the Committee of the Whole for its consideration.

Commissioner's Recommendation

The Commissioner recommends the Board adopt the proposed amendments to Board Policies R208, *Resource and Review Teams* and R209, *Evaluation of Presidents*.

Attachments