

## Overview of Proposed Amendments to Presidential Evaluation Process

<p><a href="#">R208, Resource and Review Teams</a> Amended to R208, Institutional Liaisons</p>	<ul style="list-style-type: none"><li>• Eliminates formal Resource and Review Teams.</li><li>• Creates the institutional liaison role. Liaisons shall gather information about the institution and help support the president's success. Examples of activities the liaison <i>may</i> undertake include attending BOT meetings, meetings with presidents, etc.</li><li>• Liaisons make verbal reports to the Board on the president's and institution's progress.</li><li>• Liaisons are assigned to two institutions each and are not advocates for the institution.</li><li>• Presidents are directed to consult the liaison(s) when the president is developing key performance indicators.</li><li>• The liaison may request information from the Office of the Commissioner related to the institution to help the liaison better understand their assigned institution(s).</li><li>• Liaisons may elevate concerns about an institution or its president to the Board through the Chair or Vice Chair.</li></ul>
<p><a href="#">R209, Evaluation of Presidents</a></p>	<ul style="list-style-type: none"><li>• Creates an annual requirement to work with the Board of Trustees to set three key</li></ul>

performance indicators which must be approved by the Board.

- Creates an annual requirement to update the Board on the president's progress on the prior year's performance indicators.
- Requires presidents to undergo a comprehensive performance evaluation at the beginning of every fourth year, to be completed in the spring with discretion for the Board to conduct an evaluation more frequently.
- Eliminates the evaluation committee and procedures in lieu of a consultant retained by the Board.
- Maintains the guidelines for the evaluation and self-report and confidentiality provisions.
- Allows the Commissioner and/or Board to recommend relevant internal and external stakeholders to consultant for interviews.
- Makes the institution responsible for the cost of the evaluation.
- Maintains the existing evaluation criteria and adds the following:
  - Campus Safety including creating an environment in its programs and activities in which sexual misconduct and discrimination are

	<p>unacceptable and ensuring adequate resources for sexual misconduct and discrimination training, prevention, and grievance processes.</p> <ul style="list-style-type: none"><li>○ Belonging by prioritizing belonging and fostering an environment that meets each student’s needs.</li><li>○ Free Expression by encouraging freedom of expression and diversity of thought.</li><li>○ Federal and State Legal and Regulatory Compliance requiring the president to be aware of legal, regulatory, and grant requirements applicable to their institution and ensuring their institution’s compliance with such requirements.</li><li>○ System Impact and Collaboration including promoting collegiality and partnership among and collaborating with other presidents, supporting the Board’s strategic initiatives, establishing their commitment to their role within the System, and informing the Board and Commissioner of major institutional issues or issues</li></ul>
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	<p>that may impact the system as a whole.</p> <ul style="list-style-type: none"><li>• As directed by the Board tasks the Commissioner to provide supervision, guidance, and support to presidents while giving the Board the sole authority to take corrective action.</li><li>• Requires the Commissioner's Office to invest in System presidents by connecting them with management and leadership resources and professional development opportunities related to their evaluation criteria. Such opportunities may be institution-funded.</li></ul>
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