



University of Colorado

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TO: Regent Governance Committee

FROM: Felicity O'Herron, Vice President and Chief Human Resources Officer

DATE: August 20, 2025

RE: Recommended Changes to Regent Policy 3.F: Evaluations for Officers of the University and Officers of the Administration

Background

The CU System Administration office is piloting a feedback-focused performance management program that uses a two-measure rating scale. For Fiscal Years 2023-24 and 2024-25, Regent Policy 3.F provided the same pilot program for the president as for all other employees of System Administration.

The roles of university counsel and secretary of the Board of Regents had been combined but were separated in early 2025.

Recommendations

Remove the reference to System Administration's pilot performance management program. The intent is to keep the two performance measures but not include the details in regent policy. Remove the 3-point rating scale and definitions that applied only to the president. Align the president's rating system with all other System Administration employees. Remove the timeline details and specific criteria for the president's review process.

Split the university counsel and secretary of the Board of Regents' roles and add chief of staff as the reviewing officer for the secretary of the Board of Regents.

Fiscal Review

A. Do you think a fiscal review is needed for these proposed changes?

1. If no, please explain. (e.g., This can be accomplished within existing resources.)

No. The changes relate to performance reviews and have no associated cost.

2. If yes, please share with the Office of the Vice President for Budget & Finance for review.
 - a. Date fiscal review completed:
 - b. Person completing fiscal review:
 - c. Would these changes create a fiscal or resource impact?

☒ NO
☐ YES

If yes, what resources will be required to implement and sustain these policy changes?