



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

TO: Regent Governance Committee

FROM: Tony Gherardini, Vice President and Chief Human Resources Officer

DATE: August 3, 2026

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

## Background

Regent Policy 3.F establishes procedures for performance evaluations of officers of the university. The policy currently requires the president's chief of staff to review the secretary's self-evaluation and provide comments to the Board of Regents.

## Recommendations

Due to recent changes in the secretary role, the president should review the secretary's self-evaluation and provide comments to the Board of Regents.

## Fiscal Review

A. Do you think a fiscal review is needed for these proposed changes? **No**

1. If no, please explain. **This can be accomplished within existing resources.**
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?