University of Colorado
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TO: Regent Governance Committee

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

DATE: October 22, 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.

Also, for annual evaluations of officers of the university, current policy provides that: the relevant regent (i.e., the chair of the regent committee most relevant to an officer's work) assigns a performance rating and recommends any pay adjustment; the relevant regent transmits the performance rating and any recommended pay adjustment to the Board of Regents for approval; and the chair of the Board of Regents document the performance rating.

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.

The proposed revision would also streamline the annual officer evaluation process by authorizing the relevant regent to approve an officer's pay adjustment, and to notify the chair and the chief human resources officer of both the performance rating and the pay adjustment.

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?