



APS JUSTIFICATION

Policy Title: Performance Evaluations for University Staff

APS Number: 5009

APS Functional Area: **HUMAN RESOURCES**

Date Submitted:	October 8, 2025
Proposed Action:	Revision
Brief Description:	Provides a performance evaluation requirement for each campus and system administration for effective resource management and employee development.
Desired Effective Date:	January 1, 2026
Responsible University Officer:	Vice President and CHRO
Responsible Office:	Vice President and CHRO
Policy Contact:	Vice President and CHRO
Applies to:	University Staff and Officers

Reason for Policy: To provide guidelines not addressed in regent policy.

I. REASON FOR PROPOSED ACTION

The campuses and system administration have diverged from having the same required performance management rating system and definitions. This policy removes the required rating scales and definitions and instead provides basic instructions and changes the requirement to the campus HR offices to maintain their own campus policy.

II. STAKEHOLDER ENGAGEMENT IN THE POLICY REVIEW

Campus and System Administration Human Resources offices

III. LEGAL REVIEW

- A. Do you think legal review would be required for these proposed changes? **Yes**
 - 1. If no, please explain.
 - 2. If yes, what is your plan to get the legal review? **Submitted to ensure compliance Regent Law and Policy**
- B. Date legal review completed: **10/7/2025**
- C. Person completing legal review: **Erica Weston**

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? **No** If yes, please explain: