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Institutional Chief Business Officers  
Institutional Provosts  
Institutional Chief Human Resource Officers  
Institutional Legal Officers  
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Exhibit  
BOARD OF REGENTS POLICY MANUAL  
Revised Policy with Markup  
Meeting of January 17, 2024

Revisions to Board of Regents Policy Manual, Section 8.3.5.3 Academic Administrative Officers

Background:

This policy revision removes the six specific criteria for evaluations of academic administrative officers that were previously enumerated and directs institutions to establish appropriate criteria that are consistent with other policies related to evaluations and freedom of expression such as Board Policy 8.3.5.1 Faculty and Board Policy 8.3.5.4 Posture Review and the Human Resources Administrative Practice Manual policy on Employee Recruitment.

Effective Date:

The effective date of this policy revision is January 17, 2024

Former Policy Language:

**8.3.5.3 Academic Administrative Officers**

Academic administrative officers shall be evaluated by the administrator's supervisor using a performance management instrument which emphasizes:

1. Leadership qualities;
2. Management style;
3. Planning and organizing capacities;
4. Effective communication skills;
5. Accountability for diversity efforts and results; and;
6. Success at meeting goals and objectives.

All academic administrative officers shall be evaluated by their subordinates (one level down) at least once every five years. Evaluation results will be the basis for the academic administrative officer's development plan.

Revised Policy Language in Change Tracker

**8.3.5.3 Academic Administrative Officers**

Each USG institution shall establish definite and stated criteria, consistent with all applicable policies and statues, against which the performance of each academic administrative officer will be evaluated. These criteria shall address the distinctive nature of adlr- add a

- ~~1. Leadership qualities;~~
- ~~2. Management style;~~
- ~~3. Planning and organizing capacities;~~
- ~~4. Effective communication skills;~~
- ~~5. Accountability for diversity efforts and results; and;~~
- ~~6. Success at meeting goals and objectives.~~

All academic administrative officers **additionally** shall be evaluated by their subordinates (one level down) at least once every five years. Evaluation results will be the basis for the academic administrative officer's development plan.

### New Policy Language

#### 8.3.5.3 Academic Administrative Officers

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