



BOARD OF REGENTS

SUMMARY OF ITEM FOR ACTION, INFORMATION OR DISCUSSION

TOPIC: Revisions to Policies VII-5.00 and VII-5-01

COMMITTEE: Committee on Organization and Compensation

DATE OF COMMITTEE MEETING: May 27, 2015

SUMMARY: Policy VII-5.00 addresses the process for the annual evaluation of USM presidents and the Chancellor. The attached revision updates the language in the policy and deletes a section that calls for a regular comprehensive strategic reassessment of the leadership and resources of the System. The USM conducts numerous comprehensive assessments and reports those regularly to the board. Those assessments include a review of accountability plans, reviews of Managing for Results (MFR), dashboard indicators, and effectiveness and efficiency activities. The USM also provides periodic reports on the strategic plan. This particular policy was developed in 1990 at the beginning of the formation of what was then the combined University of Maryland System. The intent may likely have been to assess how the two boards were working together to combine resources and utilize strengths of both board administrations.

Policy VII-5.01 addresses the 5-year review process for USM presidents. An initial 5-year review is extremely valuable since it is a way to assess a president's impact on an institution after 5 years, which is a reasonable time to expect any significant changes from a previous administration. The Board has not conducted subsequent 5-year reviews but should have the option to request one if either the Board or the Chancellor feel one is called for.

ALTERNATIVE(S): The Board can decide to explore such a reassessment as initially envisioned by the first Board of Regents in Policy VII-5.00. The Board can choose to develop other time frames for more comprehensive presidential reviews, in addition to the annual review and 5-year review, in Policy VII-5.01.

FISCAL IMPACT: Costs associated with a reassessment for Policy VII-5.00; costs associated with 5-year reviews.

CHANCELLOR'S RECOMMENDATION: Chancellor recommends revised policy.

COMMITTEE ACTION:

DATE: May 27, 2015

BOARD ACTION:

DATE:

SUBMITTED BY: Katie Ryan, Chancellor's Office, 301-445-1903

VII-5.00- POLICY ON PERFORMANCE EVALUATION OF THE CHANCELLOR AND THE INSTITUTION

PRESIDENTS/~~CENTER DIRECTORS~~ OF THE UNIVERSITY SYSTEM OF MARYLAND SYSTEM

(Approved by the Board of Regents, April 26, 1990)

The Board of Regents shall evaluate annually the performance of the Chancellor as Chief Executive Officer of the System and Chief of Staff of the Board of Regents. The Board shall designate a select Committee to conduct such an evaluation,

to discuss the results of that evaluation with the Chancellor, and to report the evaluation to the full Board.

The Chancellor shall evaluate the performance of each constituent institution President ~~and center Director~~ (chief executive officer) annually, and discuss with the designated select committee of the Board of Regents the results of that evaluation and consequent recommendations for compensation actions.

~~No less than every five years, the select committee shall conduct a comprehensive strategic reassessment of the leadership and resources of the System, using such technical assistance and external consultants as may be desirable to develop and administer the procedures required for a broad, detailed, and independent review. The results of the strategic reassessment shall be reported to the full Board.~~