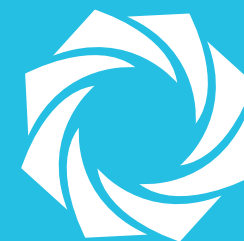




Resource & Review Team Training

March 2022



UTAH
SYSTEM OF
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EDUCATION

STATUTORY RESPONSIBILITY

- Provide support and guidance to an institution of higher education president
- Evaluate an institution of higher education president based on institution performance and progress toward systemwide priorities

R&R TEAMS CORE RESPONSIBILITIES

- Regular communication between the presidents and Board members
- Informing the Board about institutional issues
- Serving as liaisons between the Board and boards of trustees
- Providing a mechanism for annual presidential performance reviews

SUPPORT & GUIDANCE

- The R&R teams play a critical role in providing direct support and guidance to the presidents and in developing strong relationships with the trustees and institutions.
- The teams are the avenue for ongoing communication with presidents and the Board.



TWO FORMAL MEETINGS

Fall Meeting

- The objective of the fall meeting is to:
 - Identify the ways the Board of Higher Education and the board of trustees can better assist the president
 - Update the resource and review team regarding progress on the institution's strategic goals and to discuss ongoing or potential issues important to the president and the institution

Spring Meeting

- This meeting is primarily a performance evaluation.
- It addresses the following areas:
 - Institutional Vision and Goals
 - Presidential Effectiveness

SPRING EVALUATIONS

- Institutional Vision and Strategic Goals:
 - Review institutional mission and the president's vision for the institution and the strategic goals associated with that vision.
 - Discuss their progress toward accomplishing the goals.

R805 REPORTS

To ensure USHE institutions:

- Employ a diverse, representative, and equitably compensated workforce across all levels of faculty, staff, and administration
- Provide students with an educational experience rooted in diverse perspectives, experiences and backgrounds

Based on the annual assessment and analysis, institutional presidents shall:

- Identify strategies to employing a diverse, representative, and equitably compensated workforce
- Report their findings, progress, and outcomes to their R & R team as part of their annual evaluation under R208



UTAH SYSTEM OF HIGHER EDUCATION

October 22, 2021

R805

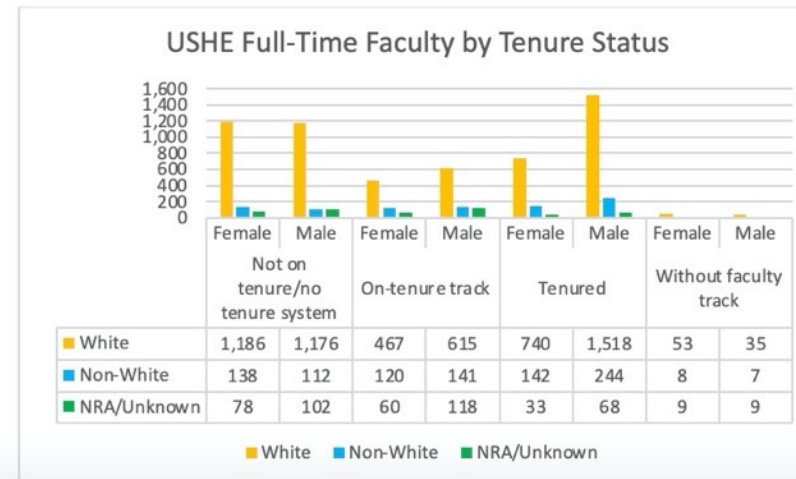
Diversity Comparison – University of Utah

Following the amendment of R805 in May 2019, institutional comparisons against national trends in diversity hiring help to identify gaps in current hiring practices. USHE aims to employ a diverse, representative, and equitably compensated workforce across all levels of faculty, staff, and administration.

Commissioner’s Recommendations

This memo takes nationally reported diversity in full-time faculty as reported by IPEDS and compares it to the current levels of diversity among full-time faculty across USHE institutions. R805 aims to identify strategies in employing a diverse, representative, and equitably compensated workforce and shall confidentially report their findings, progress, and outcomes to their Resource and Review Team as part of their annual evaluation.

USHE Data for 2020



SPRING EVALUATIONS

- Presidential Effectiveness:
 - Identify issues, challenges, and problems which may impede the president from accomplishing the institution's priorities and goals
 - Work with the president to identify their strategies for addressing the challenges or problems, record those strategies in the evaluation report, and follow up during the fall meeting to assess their progress at resolving the challenges or issues

Resource & Review Team Presidential Evaluation Report

In accordance with Board policy [R208, Resource and Review Teams](#), the Resource and Review Team submits this evaluation of President [Select President](#) to the Utah Board of Higher Education for review.

Background

On [Enter Date](#) the R&R Team evaluated President [Select President](#). As part of the evaluation process, the team completed one or more of the following tasks:

- Interviewed the President
- Reviewed the President's vision for the institution
- Reviewed the President's strategic goals and progress toward those goals
- Interviewed members of the President's leadership team to discuss the President's vision, strategic goals, and overall performance
- Reviewed the previous performance evaluation report for reference
- Reviewed the R805 workforce demographic report with the President and discussed the strategies and progress toward employing a diverse, representative, and equitably compensated workforce.

Institutional Vision and Strategic Goals

The President has established a clear vision for the institution:

Yes No In Progress

[Insert Comments](#)