

BOARD OF REGENTS

BRIEFING PAPER

1. **AGENDA ITEM TITLE:** Chancellor's Evaluation Process _____

MEETING DATE: October 16, 2026 _____

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

The Board of Regents' policy governing the Chancellor's annual evaluation is established in Title 2, Chapter 2, Sections 2.4 and 2.5. While the existing policy provides the overall framework and performance expectations for the evaluation process, there is an opportunity to further enhance consistency, transparency, and effectiveness by establishing a more standardized, measurable, and repeatable evaluation framework. Strengthening the process will better support the Board Chair, the Board of Regents, and the Chancellor while reinforcing sound governance and continuous leadership development.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

Presented by Yonata Rubin, CHRO, the proposed review of the Chancellor's evaluation process is intended to explore opportunities to enhance the existing framework by incorporating recognized governance and leadership best practices.

Key elements for Board consideration include:

- Establishing a consistent annual evaluation cycle that includes goal setting, a mid-year progress review, and a year-end performance evaluation.
- Developing clear, measurable annual goals and performance metrics aligned with Board priorities.
- Incorporating an independent third-party administered leadership assessment (survey and/or interview-based 360-degree feedback) that aligns with the Chancellor's performance criteria.
- Separating confidential developmental feedback from the formal evaluation presented to the Board to encourage candid input while preserving appropriate governance and accountability.
- Creating a standardized, repeatable evaluation framework that promotes consistency, objectivity, transparency, and continuous improvement across evaluation cycles.

4. IMPETUS (WHY NOW?):

The Chancellor's evaluation process has remained largely unchanged for several years. As governance best practices continue to evolve, this presents an appropriate opportunity to review the current framework and consider enhancements that strengthen consistency, transparency, accountability, and leadership development. A standardized process will also provide greater continuity across Board leadership transitions while ensuring the evaluation remains aligned with the Board's governance responsibilities and the Chancellor's strategic objectives.

5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:

- ☐ Access (Increase access to higher education)
- ☐ Success (Improve student success)
- ☐ Close Institutional Performance Gaps
- ☐ Workforce (Meet workforce needs in Nevada)
- ☐ Research (Increase solutions-focused research)
- ☐ Coordination, Accountability, and Transparency (Ensure system coordination, accountability, and transparency)
- ☒ Not Applicable to NSHE Strategic Plan Goals

6. INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL

7. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

8. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

9. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

10. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:

11. COMPLIANCE WITH BOARD POLICY:

☐ Consistent With Current Board Policy: Title #_____ Chapter #_____ Section #_____

☐ Amends Current Board Policy: Title #_____ Chapter #_____ Section #_____

☐ Amends Current Procedures & Guidelines Manual: Chapter #_____ Section #_____

☐ Other:_____

☐ Fiscal Impact: Yes _____ No _____
Explain:_____