

**Assessment Process for the Chief Executive and Governing Boards
of the University of North Carolina**

I. Purpose

Since 2020, the Board of Governors has taken a qualitative and quantitative approach to presidential compensation and performance assessment. In parallel, the Board of Governors delegated to the president (via Policy 200.6) the authority to develop a Chancellors' Incentive Compensation program. These changes have created an opportunity to align Policy 200.4 with updated policies and practices.

II. Board of Governors

The Board of Governors should perform a self-assessment every four years, at a time to be determined by the chairperson of the Board of Governors, after consultation with the president. The Board of Governors should review the most recent strategic plan for the University when they begin the assessment process and shall review the goals achieved, the goals unmet, and the goals that need modification. Assessment tools such as those developed by the Association of Governing Boards (AGB) can be especially helpful in facilitating the goals of the assessment process. The Board of Governors should also review their previous self-assessment summaries. The Chairperson may appoint a committee and may retain an outside consultant to guide the Board in its self-assessment process.

III. Board of Trustees

The Board of Trustees of each constituent institution will conduct a self-assessment every four years, at a time determined by the Chairperson of the Board of Trustees, after consultation with the chancellor and the president. The Board of Trustees should review the most recent institutional strategic plan and the most recent strategic plan for the University adopted by the Board of Governors. After reviewing the goals achieved, the goals unmet, and the goals that need modification, the Board of Trustees will conduct a self-assessment. A review of these plans should provide the framework for the assessment. Assessment tools such as those developed by the Association of Governing Boards (AGB) can be especially helpful in facilitating the goals of the assessment process. The Board of Trustees should also review their previous self-assessment summaries and may find the use of a consultant especially helpful. The chancellor and board chairperson shall submit a summary report to the president and the Board of Governors at the conclusion of the assessment. This report will provide a basis for improving new trustee orientation, the trustee conference held in the fall of odd-numbered years, and other programs of continuing education for trustees.

IV. The President

A. The objective of the performance reviews of the president is to promote good communication and build strong working relationships between the president, the Board of Governors, and the constituent organizations of The University. It is desirable for the Board of Governors to give informal feedback to the president on an ongoing basis. The more formal assessment of the president is designed to provide focused feedback and the opportunity for professional reflection and development. The performance reviews will be performed in accordance with criteria described below.

B. The president shall be assessed annually based on quantitative and qualitative criteria. Every year, the president will provide the Board of Governors with a report assessing goals and accomplishments, and the Board will review the performance of the president. UNC System staff shall also provide the Board with a summary of quantitative measures of performance including, but not limited to, those included in the president's employment terms approved by the Board. An assessment committee, consisting of the officers of the Board and the chairs of the Board's standing committees, will review the report with the president and may prepare a written response, which would be placed in the president's personnel file along with the president's report.

V. The Chancellors

A. The objective of the performance reviews of a chancellor is to promote good communication and build strong working relationships between the chancellor and the president, the Board of Trustees, and the campus constituents. The assessment of chancellors is designed to provide each chancellor with feedback from each of these and to provide the chancellor with the opportunity for professional reflection and development. The performance reviews of the chancellors will be conducted in accordance with criteria and procedures determined by the president on the following schedule.

B. Every year, the chancellor will provide the president with a report assessing goals and accomplishments, a copy of which may be provided to the Board of Trustees. The president will also review the performance of the chancellor on quantitative measures including, but not limited to, those in the Chancellors' Incentive Compensation program. The chancellor's report and any written response from the president will be placed in the chancellor's personnel file.

VI. Other Matters

A. Effective Date. The requirements of this policy shall be effective on the date of adoption by the Board of Governors.

B. Relation to Federal Law. The foregoing policies as adopted by the Board of Governors are meant to supplement, and do not purport to supplant or modify, the requirements of federal and state law and existing university policy.

C. Regulations and Directives. The president is authorized to promulgate regulations and administrative memoranda to aid in the implementation of this Policy.