

**LP 2.1**

Effective:
2/24/2007

Revised:
5/27/2026

Policy Owner:
Board of Trustees

Policy Administrator:
President

Affected Parties:
Senior Administration

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Senior-level Administrator Evaluations

1 Purpose

The purpose of this policy is to establish a regular, structured process for evaluating the performance of senior-level administrators at Lander University. Evaluations are intended to assess progress toward institutional and divisional strategic goals, strengthen leadership effectiveness and accountability, support professional development, and inform the president's decisions regarding administrator performance, in alignment with Board of Trustees governance responsibilities.

2 Scope

The responsibilities of senior-level administrators at Lander University are broad in scope and focused on the strategic direction and decision-making of the university.

The following roles are considered senior-level administrator positions:

- Provost and Vice President for Academic Affairs
- Vice President for Finance and Administration
- Vice President for Enrollment and Access Management
- Vice President for Strategic Initiatives
- Vice President for Student Experience and Quality Assurance
- Vice President for Marketing and Communications
- Vice President for University Advancement
- Director of Athletics

3 Evaluations

- 3.1 Senior-level administrators at Lander University are evaluated by the university president. Evaluations, goal agreements, and any written responses become part of the administrator's confidential personnel file.
- 3.2 The maximum period between evaluations for all senior-level administrators at the university is three years.

4 Policy Revision History

- First published 1/10/2017.
- Last revised 11/29/2017.
- Revised according to updated division organizational structure updates by policy coordinator on 11/24/2025.
- Reviewed with suggested revisions by Policy Committee on 12/1/2025.
- Revised by policy coordinator on 12/2/2025.
- Approved by board of trustees on 12/17/2025.
- Policy Coordinator revised list of senior administrators covered by this policy on 5/27/2026.
- Provisionally approved by the Provost and Vice President for Academic Affairs on 5/27/2026.
- Reviewed by Board of Trustees Policy Committee: 8/11/2026.
- Reviewed by the president of the university on 8/13/2026.
- Approved by the Lander University Board of Trustees on 9/1/2026.