

## IRE Board of Directors

Vote by Email

July 15, 2025

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President Josh Hinkle moved to approve the following two action items by email vote. The motion was seconded by Secretary Ana Ley. The motion passed unanimously 13-0.

**ACTION:** To align processes with the University of Missouri System (which employs IRE's staff), the IRE Board directs the IRE Executive Director to immediately and fully follow the [University of Missouri System's ePerformance Progress Check-in](#) process for IRE staff and related schedule outlined by the System online, which includes two performance check-ins (First Progress Check-In: Mid-fiscal year discussion; Second Progress Check-In: End-of-fiscal year discussion and ratings) per year for UM employees – which include IRE staff – to “provide employees and managers a chance to discuss recent efforts, goals and opportunities for growth.”

**ACTION:** Amend the following paragraph in the IRE Board's Policies and Procedures Manual under the section “Executive Director Evaluation”:

- “The President shall prepare a separate review for the University of Missouri, when required, using the most recent IRE review as the basis when possible and which must be approved by the full Executive Committee prior to submission. The IRE staff financial officer and/or the school of journalism can be points of contact.”

To the following (changes in **bold**):

- “The President shall **submit the IRE Executive Director Review – which must be approved by the full Executive Committee prior to submission – to the University of Missouri School of Journalism.** The IRE staff financial officer and/or the school of journalism can be points of contact. **The President will also verify with Human Resources for the University of Missouri School of Journalism that the IRE Executive Director has fully followed the UM System's ePerformance Progress Check-in process for IRE staff and related schedule outlined by the System online, which includes two performance check-ins per year.**