

Minutes of the Executive Committee of the Board of Trustees of the University of Kentucky, Tuesday, June 13, 2006.

The Executive Committee of the Board of Trustees of the University of Kentucky met on Tuesday, June 13, 2006, in the Board Room on the 18th Floor of Patterson Office Tower.

A. Meeting Opened

Mr. James Hardymon, chair, called the meeting to order at 11:30 p.m. and asked Ms. Pam May, secretary of the Board, to call the roll.

B. Roll Call

The following members answered the call of the roll: James F. Hardymon (Chair), Roy Moore, Steven S. Reed, JoEtta Wickliffe, Billy Wilcoxson, and Pam May, ex officio member. The university administration was represented by President Lee T. Todd, Jr. and General Counsel Barbara Jones.

C. Approval of Minutes

Mr. Hardymon asked for any comments or suggestions to the Minutes of the June 10, 2005 Executive Committee meeting. Mr. Wilcoxson moved approval of the Minutes. Mr. Reed seconded his motion, and it carried without dissent.

D. Discussion Regarding the Assessment of 2005-06 Institutional Goals and Strategic Objectives for President Lee T. Todd, Jr.

Mr. Hardymon reported that there were two items on the agenda: Discussion regarding the assessment of the 2005-06 institutional goals and strategic objectives of President Lee T. Todd, Jr. and discussion regarding consideration of a bonus for President Lee T. Todd, Jr. He said that he would make opening remarks, go through the process, and report on the outcome of the process. The committee would then conduct an evaluation of the ten goals and decide on a recommendation for President Todd's bonus for 2005-06 to present to the Board.

Mr. Hardymon began his remarks by stating that President Todd and the university had an outstanding year in 2005-06. He noted that it is probably one of the best years since he has been tracking the progress of the University of Kentucky. He said that he had received many comments from Board members, donors, and others who feel the same way. It has been an active, progressive year for the institution.

Mr. Hardymon talked about three items that will affect the university for years to come. They are Top 20 status, hospital expansion, and the financial state of the university. All of these items point toward growth for the university, and everyone can be proud of them.

He noted that sizable entities have problems, but leaders like Lee Todd go after the problems quickly and minimize them. He said his overall opinion of President Todd's performance is "a job well done."

Mr. Hardymon said the committee would review the ten items that the Board chose to give to the president for his attention during the 2005-06 academic year. He mentioned that President Todd had provided a lengthy document to the committee regarding those items. Following President Todd's summary of the document, the members of the committee, as well as other Board members present, would have an opportunity to ask questions. Below is a listing of the institutional goals/strategic objectives for President Todd:

1. Continue working toward the achievement of the goals established in the 2003-06 Strategic Plan.
2. Manage costs to ensure UK performs to budget in 2005-06.
3. Provide oversight to the Athletics Department.
4. Fill the Provost position in 2005-06.
5. Improve communications with Board, faculty, staff, and students.
6. Lead the various groups (Trustees, faculty, staff, retirees, and alumni) in resolving the Boone Center restoration questions.
7. Continue developing relationships with various Kentucky State Government segments.
8. Work with the Office of Development to increase endowment dollars and expand the donor base.
9. After working with outside consultants, Board members, and internal personnel, present to the Board in 2005-06 a plan on obtaining Top 20 status.
10. Complete a strategic plan for 2006-09 during the year.

President Todd began his remarks by calling attention to the 2003-06 Strategic Plan progress report. He reviewed the information in the report and elaborated on each of the following goals listed in the report:

Goal I	Reach for National Prominence
Goal II	Attract and Graduate Outstanding Students
Goal III	Attract, Develop, and Retain a Distinguished Faculty
Goal IV	Discover, Share, and Apply New Knowledge
Goal V	Nurture Diversity of Thought, Culture, Gender, and Ethnicity
Goal VI	Elevate the Quality of Life for Kentuckians

President Todd then talked about the remaining goals and objectives the Board had set for him and expressed extreme pleasure in meeting certain goals and making improvement on others. He gave praise to some members of his staff who did a spectacular job the past year in helping achieve the university's accomplishments. He mentioned that he would continue to work on improving communications with Board, faculty, staff, and students.

Following President Todd's remarks, several Board members had questions and comments concerning the Board's objectives and goals. President Todd was given praise for the university's success in Frankfort during the legislative session and for the Top 20 Business Plan.

Mr. Hardymon explained the president's assessment process, which began with soliciting performance assessments and comments offered from the trustees, the chair of the Senate Council, the chair of the Staff Senate, and the 2005-06 president of the Student Government Association. He noted that the comments were strictly confidential.

He presented the tabulation list to the Trustees and noted that the committee and Board can change the results of the tabulation. He reviewed each item on the list, along with the percentage weight and rating score for the items. He pointed out that new information, which was not available at the time the rating took place, had been received from President Todd. The Board discussed each item on the list and offered suggestions for changes. Scores involving diversity, development, and the business plan were increased by one point, changing the final score from 89 to 92.

Mr. Reed expressed concern about respect for the process and the importance of adhering to it although new information had been received. Dr. Moore said there should be a strong, detailed explanation and justification for changing the score; otherwise, the committee might undermine the process.

A discussion took place regarding respect for the process, the importance of the process, and subverting the process. Ms. May pointed out that the committee is the process, and it is not subverting the process. The process has been very open with input from all of the Board members. Discussing the ratings and making changes is a very valuable part of the process.

Mr. Wilcoxson made a motion to approve the score of 92 for President Todd for the 2005-06 academic year, and the committee approved the motion without dissent.

Board member, Mr. Russ Williams, said that he is very pleased with the process; however, he suggested that the goals be measurable and time framed in the future.

E. Discussion Regarding Consideration of Bonus for President Lee T. Todd, Jr.

Mr. Hardymon presented the next item on the agenda regarding President Todd's bonus. He said that 92 percent of \$125,000 is \$115,000. He noted that the maximum allowed, according to President Todd's contract, is \$125,000. He asked for a motion to approve a bonus of \$115,000 for President Todd. Mr. Wilcoxson moved approval, and Ms. Wickliffe seconded the motion. The motion carried without dissent.

F. Meeting Adjourned

With no further business to come before the committee, the meeting adjourned at 12:30 p.m.

Respectfully submitted,

Pam May
Secretary, Board of Trustees