

Minutes of the Executive Committee of the Board of Trustees of the University of Kentucky, Friday, June 8, 2007.

The Executive Committee of the Board of Trustees of the University of Kentucky met on Friday, June 8, 2007, 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 10:05 a.m. and asked Ms. Pam May, secretary of the board, to call the roll.

B. Roll Call

The following members of the Executive Committee answered the call of the roll: James F. Hardymon (Chair), Stephen Branscum, JoEtta Wickliffe, and Pam May, ex officio member. Absent from the meeting was Myra Tobin. Ms. May announced that a quorum was present. Billy Wilcoxson arrived immediately following the roll call.

Other trustees in attendance were Mira Ball, Dermontti Dawson, Jeffrey Dembo, Erwin Roberts, Sandy Bugie Patterson, Russ Williams, Ernest Yanarella, and Barbara Young. The university administration was represented by President Lee T. Todd, Jr. and Barbara Jones, General Counsel. Members of the media were also in attendance.

C. Approval of Minutes

Mr. Hardymon said that the Minutes of the special called February 9, 2007 Executive Committee meeting had been distributed and asked for any comments or questions. Ms. Wickliffe moved that the Minutes be approved. Mr. Branscum seconded the motion, and it carried without dissent.

D. Discussion Regarding the Assessment of 2006-07 Institutional Goals and Strategic Objectives for President Lee T. Todd, Jr.

Mr. Hardymon explained the manner in which he would conduct the meeting. As part of the regulations for the Executive Committee, there would be a discussion about the assessment of the 2006-07 goals and strategic objectives for President Todd. The committee would arrive at a dollar amount for the bonus based on the university's contract with the president, and the bonus will be recommended by the Executive Committee to the full board at the June 12 meeting.

He noted that there were board members present who were not on the committee and said those members would be involved in the discussions but not in any votes taken.

Mr. Hardymon said that the evaluation process included the board, the chair of the Senate Council, the chair of the Staff Senate, and the 2006-07 president of the Student Government Association. He reported that the board began working on the 2006-07 goals for President Todd

last August, and President Todd agreed to them at that time. The goals were approved at the September board meeting, allowing President Todd the academic year to work toward achieving the goals. He pointed out that there was an updated statement of the goals during the year, which the Faculty Senate and Staff Senate used to begin their evaluation process early because they have a larger task.

Mr. Hardymon reported that he received 20 evaluators' responses to the mailing he sent out. The evaluations were timely and allowed him to meet with President Todd prior to the Executive Committee meeting. The meeting allowed President Todd time to prepare comments about the evaluators' remarks and to answer questions.

Mr. Hardymon reported that the results were very positive. Seventeen of the 20 responses gave President Todd an evaluation of 92 percent or above. About half of the responses had comments. Negative inputs were offset by stating in some way that President Todd is doing a good job. He provided the following quote from one of the evaluators: "I believe Kentucky is a better state because of this man's vision and hard work."

Mr. Hardymon pointed out that the process drives the board to state the negative, and stating the negative encourages President Todd to look at even higher standards. The negative must be stated to ensure everyone involved that the process is credible. He said that he is more concerned about that than any one thing. A large group of people beyond the room, including many other universities, and the state say that this is a credible process.

Mr. Hardymon said that he arrived at 94.56 percent when totaling the percentages, but the committee must arrive at a proper bonus amount to recommend to the board for their final approval. In rounding the 94.56 percentage, the average would be 95 percent. He then reviewed and commented about the 9 goals approved by the board for the evaluation, noting both positive and negative comments. He pointed out that there were comments about a couple of goals being a part of the president's job, and that they should not be a part of the evaluation for the bonus. He talked about the areas that had improvement and the areas that need additional work. He then called upon President Todd for his comments.

President Todd thanked Mr. Hardymon for the detail and time that he gave to the evaluation process and noted that the process has become a model for some other universities in the state.

He reviewed the nine goals but made his comments brief because the board received his information in an earlier mailing. He mentioned that several things are in the process for making improvements.

President Todd told the board about university and state officials from Illinois and Georgia visiting campus to look at the Business Plan and the Medical Center. He also informed the board that a representative from the *New York Times* is coming to campus in July for a few days.

There was a discussion regarding attention to communication with the board, faculty, staff, and students. While progress has been made, more attention needs to be given to the communication goal.

Mr. Hardymon then reviewed the percentages for each item and explained how he arrived at 95 percent. He entertained questions from the board, and it was noted that some items will probably be tweaked next year because there were comments that some goals were a part of the job and should not be considered goals for a bonus. He said that the board constantly has to look at making it a credible process but a fair process. The evaluators need to feel comfortable about what they are supposed to do and how they do it.

Mr. Wilcoxson made a motion to approve a 95 percent evaluation rating for President Todd. Mr. Branscum seconded the motion, and it carried without dissent.

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

Mr. Hardymon reported that the contract states that the maximum bonus for the president of the university for school year 2006-07 is \$150,000, and 95 percent of \$150,000 is \$142,500. Ms. Wickliffe moved that the committee recommend to the full board a bonus of \$142,500. Mr. Branscum seconded the motion, and it carried without dissent.

F. Adjourn

Mr. Hardymon thanked the board members for attending the meeting and for being a part of the process. He reminded the board of the hospital retreat on Monday and called attention to the numerous board committee meetings scheduled for Tuesday. Due to the lengthy board agenda, the meeting could last two hours.

With no further business to come before the committee, the meeting adjourned at 11:00 a.m.

Respectfully submitted,

Pam May
Secretary, Board of Trustees