



Presidential Evaluation

Report to the Executive Committee of the University of
Kentucky Board of Trustees

E. Britt Brockman, Chairman

August 12, 2014

Components of the Evaluation

- Surveys distributed to constituent groups:
 - Faculty selected by the University Senate (3)
 - Staff selected by the Staff Senate (3)
 - Students selected by the Student Government Association (3)
 - Alumni (3)
 - Outgoing Board of Trustees members (4)
 - Donors (3)
 - Community leaders (3)
 - Government officials (3)
 - Senior university leaders (3)
- President's self-evaluation
- Board of Trustees' questionnaire



Timeline

- April 1, 2014** Executive Committee (EC) approves proposed list of questions and reviews timeline
- April 1** Questions will be sent to the Senate Council Chair, Staff Senate Chair and SGA President for distribution, review, and feedback
- May** EC approves list of constituents to be interviewed and finalizes questions after feedback
- June** Questionnaire/Survey circulated to constituency representatives and Board of Trustees (BOT) members
- President submits self-evaluation to Board Chair
- June/July** Collection of constituent surveys
- July/August** EC meets to review constituent surveys and President's self-evaluation



Strategy & Priorities

Question	Average	Trimmed Average*
The President is effectively working with key constituencies (i.e. faculty, staff, students, alumni, donors, policy makers, etc.) to identify the strengths, weaknesses, opportunities, and threats (SWOT) currently facing UK.	6.2	6.4
The President is effectively communicating the strengths, weaknesses, opportunities, and threats (SWOT) UK faces.	5.8	6.0
The President is clearly articulating his strategic priorities and explaining the rationale underlying them.	6.1	6.3
The President's priorities are the right ones for UK today.	6.1	6.4
The President's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the University.	5.8	6.1

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree
 DK – Don't Know

*Results were calculated by removing the two lowest and two highest scores

Strategy & Priorities

- General overall praise
- Specific praise:
 - For the stand on the Lexington Center/Rupp Renovation
 - For focus on improving facilities for business, law, and medicine
- Specific concerns:
 - That the University community does not fully understand the President's vision or that it is unclear in some areas
 - About focus on undergraduate education
 - About the transparency of decision-making



Leadership

Question	Average	Trimmed Average*
The President is creating a learning and working environment that reinforces UK's core values and promotes the teaching, research, and service missions of the University.	5.8	6.0
The President is effectively leading the organization by executing the initiatives and actions associated with his priorities.	6.3	6.4
The President's pace of execution is consistent with the institution's needs and capabilities.	6.0	6.1
The President facilitates a culture of ethical behavior and compliance with University policies and procedures and state and federal statutes and regulations.	6.2	6.4

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree
 DK – Don't Know

*Results were calculated by removing the two lowest and two highest scores

Leadership

- General overall praise
- Specific praise:
 - For handling of Lexington Center/Rupp Renovation
- Specific concerns:
 - That emphasis is on finances rather than research and development
 - That the President is not moving quickly enough
 - About openness and transparency
 - That the President is autocratic and does not tolerate dissent

Organization & Team

Question	Average	Trimmed Average*
The President has built an organization (including structure and management systems) that will produce solid strategic and operational performance.	5.8	6.0
The President is building and developing the management team needed to drive the University's future success.	5.5	5.7
The President has engendered a feeling of inclusion from all constituencies that encourages and invites active individual participation in guidance and governance.	5.6	5.9

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree
DK – Don't Know

*Results were calculated by removing the two lowest and two highest scores

Organization & Team

- General overall praise
- Specific praise:
 - For being open to students
 - For some members of the senior leadership
- Specific concerns:
 - Regarding some members of the senior leadership
 - About lack of African Americans on senior leadership
 - That decisions regarding some senior leaders should have been made sooner
 - That research is not included in decision-making
 - That the Strategic Planning process is not meaningful
 - About transparency and communication in the decision-making process

Relationships with Constituencies

Question	Average	Trimmed Average*
The President has established a productive relationship with the Board of Trustees that enables the Board to contribute most effectively to UK's advancement.	6.2	6.4
The President has established credibility with constituencies (faculty, staff, current students, prospective students and their families, alumni, donors, policy-makers, etc.) important to the University.	5.9	6.2

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DK – Don't Know

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Relationships with Constituencies

- General overall praise
- Specific praise:
 - For the President's relationship with the Legislature
 - For handling of the Lexington Center/Rupp Renovation
- Specific concerns:
 - That relationships with preservationists and city are frayed
 - That the President ignores faculty opinion



Financial Management

Question	Average	Trimmed Average*
The President is demonstrating careful stewardship of UK's financial resources by identifying and setting in motion needed improvements in financial planning and management systems.	6.3	6.7
The President is identifying the financial goals and approaches needed to fund his strategic priorities.	6.7	6.7
The President is taking the appropriate steps toward developing a University-wide system for risk management.	6.4	6.6

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree
DK – Don't Know

*Results were calculated by removing the two lowest and two highest scores

Financial Management

- General overall praise
- Specific praise for the public/private partnerships
- Specific concern that the long-term relationship with private sector partners will undermine the University.



Fundraising

Question	Average	Trimmed Average*
The President is committing the necessary time and energy to raise funds for the University.	6.6	6.6
The President has the skills to succeed in fund-raising.	6.7	6.6

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree
DK – Don't Know

*Results were calculated by removing two lowest and two highest scores

Fundraising

- General overall praise

Future Considerations

Question	Average	Trimmed Average*
The President is positioning the University to make meaningful progress in the next five years.	6.3	6.7
The President is demonstrating the multiple skills necessary for leading the University in the next five years.	6.3	6.6

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree
DK – Don't Know

*Results were calculated by removing the two lowest and two highest scores

Future Considerations

- General overall praise – continue what you are doing
- Must build on the firm foundation already established
- Must emphasize research and teaching
- Communicate vision more clearly and tie everything to the vision
- Involve people outside of senior leadership in decision-making
- Focus more on research
- Emphasize graduate education and research
- Explain in depth the reasoning behind executive decision-making
- Expand partnerships with local school districts and other post-secondary institutions



Presidential Evaluation Survey

Overall Score

- 28 Respondents
 - Range: 1.9-7.0
 - Average: 6.12
- 26/28 Respondents
 - Range: 4.9-7.0
 - Average: 6.38
- 2/28 Respondents
 - Range: 1.9-2.0
 - Average: 1.95
- 24/28 Respondents (trimmed average)*
 - Range: 4.9-7.0
 - Average: 6.32

Next Steps

July/August

Executive Committee (EC) meets to review constituent surveys and President's self-evaluation.

EC sends report of meeting to full Board of Trustees (BOT).

A second qualitative evaluation is sent to full BOT.

August

Return of BOT second qualitative evaluations

September

EC meets to review BOT evaluations and draft recommendation(s).

September 5

Chair presents EC report and full BOT votes on recommendation(s).





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