

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Robert Vance, Chairman



AN EQUAL OPPORTUNITY UNIVERSITY

PRESIDENTIAL EVALUATION

Report to the Executive Committee

PRESIDENTIAL EVALUATION TIMELINE

June 16, 2023	Executive Committee reviewed and approved a proposed list of questions and timeline.
June/July 2023	Questions were sent to Senate Council chair, Staff Senate chair and Student Government Association president for distribution, review and feedback.
September 14, 2023	Executive Committee finalized questions after considering any feedback. The survey was circulated to constituency representatives.
September/October 2023	Constituent surveys were collected for review. President Capilouto submits self-evaluation to Board chair.
October 20, 2023	Executive Committee meets to review the constituent survey results. Executive Committee sends a report of the meeting to the full Board of Trustees.
October 30, 2023	The qualitative evaluation and President's self-evaluation is sent to the full Board of Trustees.
November 2023	Collection of the Board of Trustees' qualitative evaluations.
December 4, 2023	Executive Committee meets to review the Board of Trustees' evaluations and drafts any potential recommendations.
December 5, 2023	Chair presents the Executive Committee report and the full Board of Trustees votes on any proposed recommendations.

PRESIDENTIAL EVALUATION

Strategies and Priorities

Question	Average
1. The president is effectively working with key constituencies to identify the strengths, weakness, opportunities and threats currently facing UK.	6.2
2. The president is effectively communicating the strengths, weaknesses, opportunities and threats UK faces.	6.1
3. The president is clearly articulating strategic priorities and explaining the rationale underlying them.	6.2
4. The president's priorities are the right ones for UK today.	5.8
5. The president's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the university.	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

PRESIDENTIAL EVALUATION

Leadership

Question	Average
6. The president is creating a successful learning and working environment that reinforces UK's core values while promoting the teaching, research, service and health missions of the university.	5.9
7. The president is effectively leading the organization by executing the initiatives and actions associated with his priorities.	6.4
8. The president's pace of execution is consistent with the institution's needs and capabilities.	6.3
9. The president facilitates a culture of ethical behavior and compliance with university policies and procedures and state and federal statutes and regulations.	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

Organization and Team

Question	Average
10. The president has built an organization (including structure and management systems) that will produce solid strategic and operational performance.	6.1
11. The president is building and developing the management team needed to drive the university's future success.	5.9
12. The president has fostered a feeling of inclusion from all constituencies that encourages and invites active individual and collective participation in guidance and governance.	5.8

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

Relationships with Constituencies

Question	Average
13. The president has established a productive relationship with the Board of Trustees that enables the Board to contribute most effectively to UK's advancement.	6.4
14. 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.	6.2

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

Financial Management

Question	Average
15. 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.	6.2
16. The president is identifying the financial goals and approaches needed to fund his strategic priorities.	6.6
17. The president is taking the appropriate steps toward developing a university-wide system for risk management.	6.0

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

Fundraising

Question	Average
18. The president is committing the necessary time and energy to raise funds for the university.	6.8
19. The president has the skills to succeed in fundraising.	6.7

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

Future Consideration

Question	Average
20. The president is positioning the university to achieve the articulated strategic priorities.	6.4
21. The president has a clear vision and deep understanding of the academic, physical and technological trajectory of national and global postsecondary education.	6.4
22. The president is demonstrating the multiple skills necessary for leading the university.	6.3

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

PRESIDENTIAL EVALUATION

Next Steps

October 30, 2023

The qualitative evaluation and president's self-evaluation is sent to the full Board of Trustees.

November 13, 2023

Collection of the Board of Trustees qualitative evaluations.

December 4, 2023

Executive Committee meets to review the Board of Trustees evaluation.

December 5, 2023

Chair presents Executive Committee report to the full Board of Trustees.



QUESTIONS

