

# UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Britt Brockman, Chairman



AN EQUAL OPPORTUNITY UNIVERSITY

# **PRESIDENTIAL EVALUATION**

Report to the Executive Committee

## PRESIDENTIAL EVALUATION TIMELINE

|                        |   |
|------------------------|---|
| June 14, 2024          | Executive Committee reviewed and approved a proposed list of questions and timeline.  |
| September 12, 2024     | Executive Committee finalized questions after considering any feedback. The survey was circulated to constituency representatives.  |
| September/October 2024 | Constituent surveys were collected for review.<br><br>President Capilouto submits self-evaluation to Board chair.   |
| October 18, 2024       | 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, 2024       | The qualitative evaluation and President's self-evaluation is sent to the full Board of Trustees.   |
| November 2024          | Collection of the Board of Trustees' qualitative evaluations.   |
| December 3, 2024       | Executive Committee meets to review the Board of Trustees' evaluations and drafts any potential recommendations.<br><br>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 effectively works with key constituencies to identify the strengths, weakness, opportunities and threats currently facing UK. | 6.5     |
| 2. The president effectively communicates the strengths, weaknesses, opportunities and threats UK faces.                                       | 6.4     |
| 3. The president clearly articulates strategic priorities and explains the rationales underlying them.   | 6.5     |
| 4. The president's priorities are the right ones for UK today.   | 6.4     |
| 5. The president's policies and actions balance the University's short-term needs and long-term interests of the University.                   | 6.5     |

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 University's teaching, research, service and health missions. | 6.6     |
| 7. The president is effectively leading the organization by executing the initiatives and actions associated with his priorities.   | 6.6     |
| 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.                             | 6.6     |

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

# 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.                              | 6.3     |
| 11. The president is building and developing the management team needed to drive the University's future success.  | 6.4     |
| 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. | 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

# 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.   | 6.9     |
| 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. | 6.6     |

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

# 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. | 6.6     |
| 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.   | 6.6     |

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



# Fundraising

| Question   | Average |
|--|---------|
| 18. The president is committing the necessary time and energy to raise funds for the University. | 6.9     |
| 19. The president has the skills to succeed in fundraising.                                      | 6.8     |

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

# Future Consideration

| Question   | Average |
|--|---------|
| 20. The president is positioning the University to achieve the articulated strategic priorities.   | 6.6     |
| 21. The president has a clear vision and deep understanding of the academic, physical and technological trajectory of national and global postsecondary education. | 6.8     |
| 22. The president is demonstrating the multiple skills necessary for leading the University.   | 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

## PRESIDENTIAL EVALUATION

### Next Steps

October 30, 2024

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

November 13, 2024

Collection of the Board of Trustees qualitative evaluations.

December 3, 2024

Executive Committee meets to review the Board of Trustees evaluation.

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



# QUESTIONS

