

Minutes of the Executive Committee
of the Board of Trustees
University of Kentucky
Thursday, July 21, 2016

The Executive Committee of the Board of Trustees of the University of Kentucky met on Thursday, July 21, 2016, in Room 103 of the Main Building.

A. Meeting Opened

Dr. E. Britt Brockman, chair of the Executive Committee, called the meeting to order at 11:30 a.m. and asked Secretary Kelly Holland to call the roll.

B. Roll Call

The following members of the Executive Committee were present: E. Britt Brockman (chair), C.B. Akins, Sr., Mark Bryant (via videoconference), and Robert Vance. Chair Brockman reported that though Executive Committee member Barbara Young was participating via telephone, she would not be counted as a part of the quorum and would not vote in the meeting as would members of the Executive Committee who were present or participating via videoconference.

Secretary Holland reported that a quorum was present.

Trustee Robert Grossman and Trustee-Elect David Melanson attended the meeting. Deputy General Counsel T. Lynn Williamson, Executive Director of Public Relations Jay Blanton, University Senate Council Chair Katherine McCormick, and a member of the media were also in attendance.

C. Approval of Minutes

Chair Brockman stated that the minutes of the May 3, 2016, meeting had been distributed for review. Trustee Vance moved approval of the May 3, 2016, minutes and Trustee Akins seconded the motion. It carried without dissent.

D. Introduction

Chair Brockman thanked everyone for attending and wanted to point out that the decisions regarding President Capilouto's contract extension and compensation made at the June 24, 2016 meeting were predicated on two things: the completion of a summative, four-year review completed last summer (2015) and coincident to that process, the results/recommendations from an ad-hoc committee appointed by then-Chair Keith Gannon to examine the compensation of President Capilouto relative to the University's competitors and aspirants. The decisions made at the June meeting were connected to that evaluative process.

E. Presidential Evaluation Discussion

Chair Brockman stated that in accordance with Governing Regulation II, the Executive Committee serves as the performance review committee for the President. On February 19, 2016, the Board of Trustees approved ECR1, which outlined the components and process for the President's fifth-year evaluation (2015-16). Because the Board conducted an in-depth, external facilitator led, comprehensive four-year review in 2015, the Executive Committee recommended a slightly abbreviated process for the President's 2015-16 review.

Chair Brockman continued that the review began with a quantitative survey distributed to the same nine constituent groups as in years prior (Faculty, Staff, Students, Alumni, Donors, Elected Officials, Community Leaders, Senior Administrators, and outgoing Trustees). As in past years, the President was also required to submit a self-evaluation.

Chair Brockman reviewed the results of respondent's surveys with the Executive Committee. Overall, respondents praised the President's abilities and ethics, strategy and priorities, leadership team, management of the institution, and fundraising ability. Respondents were satisfied with the course that has been set and the President's ability to build on a strong foundation. They expressed confidence in his ability to lead the University of Kentucky in a complex time for higher education, including a challenging budgetary and legislative landscape.

Respondents asked that President Capilouto continue to improve the diversity of the leadership team (as positions become available) as this is an opportunity to lead by example, continue the conversations and work to build a welcoming campus community. He should continue listening and communicating with constituencies during institutional decision-making, and ensure the 2015-2020 Strategic Plan is utilized to improve academic excellence. The full report may be found at <http://www.uky.edu/Trustees/agenda/executive/2016/july>.

Vice Chair Akins reiterated his strong concern regarding diversity of the President's leadership team. He felt that there had been no progress made in the hiring of diverse individuals among the senior administration.

Chair Brockman next introduced Dr. Katherine McCormick, Chair of the Senate Council. Chair Brockman related that for the third year in a row, the Senate Council distributed to the faculty of the University a survey related to the President's performance. Dr. McCormick shared with Chair Brockman the results of this survey, who invited her to present a summary to the Executive Committee. There was a discussion following the presentation. Dr. Connie Wood, a member of the Senate Council also was in attendance to answer questions. Members of the Executive Committee asked questions related to trend responses from the survey, including faculty morale. The full report may be found at <http://www.uky.edu/Trustees/agenda/executive/2016/july>.

Chair Brockman introduced for the Committee's consideration the final instrument of the President's evaluation, an open-response document for Trustees to complete. Based on a few of the remarks from the quantitative survey, Trustee Holland suggested that a question regarding the President's communication and engagement with the Board be added. Trustee Bryant moved the

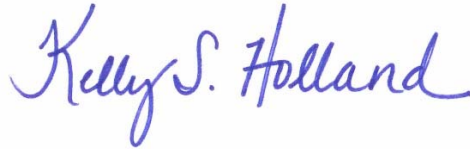
acceptance of the amended questionnaire and Trustee Vance seconded the motion. The motion passed without dissent.

Chair Brockman stated that this second qualitative questionnaire, along with the quantitative survey results and the President's self-evaluation will be distributed to the full Board of Trustees. The Executive Committee will meet again in September to review the Trustees evaluations and draft recommendations to be reported and approved at the September 9, 2016, Board of Trustees meeting.

F. Other Business

With no further business, the meeting adjourned at 12:25 p.m.

Respectfully submitted,



Kelly Holland, Secretary