

ECR 1

Chairman, Board of Trustees
February 19, 2016

Members, Board of Trustees:

PROCESS FOR THE 2015-16 PRESIDENTIAL EVALUATION

Recommendation: that the Board of Trustees approve the process, attached timeline, and preliminary list of survey questions as part of the 2015-16 Presidential Evaluation.

Background: Pursuant to Section E. (Evaluation), of President Eli Capilouto's Employment Agreement with the University of Kentucky Board of Trustees, an annual performance evaluation shall be performed in accordance with Governing Regulation II.E.2(a).

The Executive Committee shall serve as the performance review committee for the President. The Executive Committee shall involve the entire Board of Trustees in this evaluation and shall also solicit input from the executive committees or executive councils of the University Senate, Staff Senate and Student Government Association.

As in the past, the evaluation of the President's performance in 2015-16 will include input from various constituencies; and each member of the Board will be asked to provide an evaluation of the President. The Chair of the Board of Trustees and the Executive Committee, in consultation with the President, will agree on a set of interview questions. The evaluation will consider the President's performance across the range of responsibilities of the Office and missions of the University, including objectives of the 2015-2020 Strategic Plan adopted by the Board of Trustees at its October 2015 Retreat. The performance assessment document may contain both qualitative and quantitative components.

Assessment of the President's performance will be transmitted to the Board from written responses (survey questionnaire) from various constituent groups, including members of the Board. In addition to the written responses, the President will prepare and submit an annual self-evaluation to the Board.

The Executive Committee will review the President's self-evaluation, a summary of the written responses, reports from the respective groups listed in GR II, and will meet with the President to provide feedback. The Executive Committee will share the information with the full Board of Trustees and make a recommendation to the Board.

This process would be used to assess the President's performance and provide feedback on his accomplishments and challenges. It also would be used to determine any changes to the President's compensation, including merit increases and performance payments per his Employment Agreement.

Action taken: Approved Disapproved Other _____

Presidential Evaluation Timeline for 2016

| | |
|---------------------|---|
| February 19, 2016 | Executive Committee (EC) approves proposed list of questions and reviews timeline. |
| February 19 | Questions will be sent to 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.) President submits self-evaluation to Board Chair. |
| June/July | Collection of constituent surveys. |
| July/August (early) | EC meets to review constituent surveys and President's self-evaluation. EC sends report of meeting to full BOT. A second quantitative evaluation is sent to full BOT. |
| August (late) | Return of BOT second quantitative evaluations. |
| September (early) | EC meets to review BOT evaluations and draft recommendation(s). |
| September 9, 2016 | Chair presents EC report and full BOT votes on recommendation(s). |

DRAFT

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES
EVALUATION OF THE PRESIDENT

Your answers to the following questions will help us evaluate the President. This form should take you 10 - 15 minutes to complete. Your responses are completely confidential. Results will be reported only in summary fashion. Mark 'Don't know' if you do not have sufficient information to rate the President on a given item. Share your written comments in the text boxes at the bottom of each bank of questions.

STRATEGY AND PRIORITIES

Strongly disagree
Disagree
Somewhat disagree
Neither agree or disagree
Somewhat agree
Agree
Strongly agree
Don't know

| | | | | | | | | |
|--|---|---|---|---|---|---|---|---|
| 1. The President is effectively working with key constituencies (i.e. faculty, staff, students, alumni, donors, policy makers, etc.) to identify the strengths, weakness, opportunities, and threats (SWOT) currently facing UK. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 2. The President is effectively communicating the strengths, weaknesses, opportunities, and threats (SWOT) UK faces. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 3. The President is clearly articulating the strategic priorities as reflected in the 2015-2020 Strategic Plan and explaining the rationale underlying them. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 4. The President's priorities are the right ones for UK today. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 5. The President's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the University. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |

General Comments:

LEADERSHIP

Strongly disagree
Disagree
Somewhat disagree
Neither agree or disagree
Somewhat agree
Agree
Strongly agree
Don't know

| | | | | | | | | |
|--|---|---|---|---|---|---|---|---|
| 1. The President is creating a learning and working environment that reinforces UK's core values as reflected in the 2015-2020 Strategic Plan and promotes the teaching, research, and service missions of the University. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 2. The President is effectively leading the organization by executing the initiatives and actions associated with his priorities. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 3. The President's pace of execution is consistent with the institution's needs and capabilities. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |
| 4. The President facilitates a culture of ethical behavior and compliance with University policies and procedures and state and federal statutes and regulations. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ |

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES
EVALUATION OF THE PRESIDENT
Continued

General Comments:

ORGANIZATION AND TEAM

| | | <i>Strongly disagree</i> | <i>Disagree</i> | <i>Somewhat disagree</i> | <i>Neither agree or disagree</i> | <i>Somewhat agree</i> | <i>Agree</i> | <i>Strongly agree</i> | <i>Don't know</i> |
|--|---|--------------------------|-----------------|--------------------------|----------------------------------|-----------------------|--------------|-----------------------|-------------------|
| 1. The President has built an organization (including structure and management systems) that will produce solid strategic and operational performance. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ | |
| 2. The President is building and developing the management team needed to drive the University's future success. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ | |
| 3. The President has engendered a feeling of inclusion from all constituencies that encourages and invites active individual participation in guidance and governance. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ | |

General Comments:

RELATIONSHIPS WITH CONSTITUENCIES

| | | <i>Strongly disagree</i> | <i>Disagree</i> | <i>Somewhat disagree</i> | <i>Neither agree or disagree</i> | <i>Somewhat agree</i> | <i>Agree</i> | <i>Strongly agree</i> | <i>Don't know</i> |
|--|---|--------------------------|-----------------|--------------------------|----------------------------------|-----------------------|--------------|-----------------------|-------------------|
| 1. The President has established a productive relationship with the Board of Trustees that enables the Board to contribute most effectively to UK's advancement. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ | |
| 2. 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. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | Ⓚ | |

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES
EVALUATION OF THE PRESIDENT

Continued

General Comments:

FINANCIAL MANAGEMENT

| | Strongly disagree | Disagree | Somewhat disagree | Neither agree or disagree | Somewhat agree | Agree | Strongly agree | Don't know |
|--|-------------------|----------|-------------------|---------------------------|----------------|-------|----------------|------------|
| 1. 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. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | DK |
| 2. The President is identifying the financial goals and approaches needed to fund his strategic priorities. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | DK |
| 3. The President is taking the appropriate steps toward developing a University-wide system for risk management. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | DK |

General Comments:

FUNDRAISING

| | Strongly disagree | Disagree | Somewhat disagree | Neither agree or disagree | Somewhat agree | Agree | Strongly agree | Don't know |
|---|-------------------|----------|-------------------|---------------------------|----------------|-------|----------------|------------|
| 3. The President is committing the necessary time and energy to raise funds for the University. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | DK |
| 4. The President has the skills to succeed in fund-raising. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | DK |

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES
EVALUATION OF THE PRESIDENT
Continued

General Comments:

Strongly disagree
Disagree
Somewhat disagree
Neither agree or disagree
Somewhat agree
Agree
Strongly agree
Don't know

FUTURE CONSIDERATION

- | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|
| 1. The President is positioning the University to make meaningful progress in the next five years to achieve the objectives of the 2015-2020 Strategic Plan. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | ⓧ |
| 2. The President is demonstrating the multiple skills necessary for leading the University in the next five years. | ① | ② | ③ | ④ | ⑤ | ⑥ | ⑦ | ⓧ |
| 3. What advice would you give the President on his leadership of UK? | | | | | | | | |