

ECR 1

Chairman, Board of Trustees
March 19, 2013

Members, Board of Trustees:

PROCESS FOR THE 2012-13 PRESIDENTIAL EVALUATION

Recommendation: that the Board of Trustees authorize the Chair of the Board of Trustees to enter into negotiation with Dr. David Hardesty to serve as the facilitator for President Eli Capilouto's 2012-2013 evaluation and approve the attached preliminary list of interview/survey questions as part of the 2012-13 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 approved by the Board of Trustees at its March 27, 2012 meeting, the evaluation shall include input from various constituencies and be conducted by a Human Resources professional. 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 performance assessment document will contain both qualitative and quantitative components.

In addition to the interview process, the President will prepare and submit an annual self-evaluation to the Board. Each member of the Board also will be asked to provide an evaluation of the President. The Executive Committee will review the President's self-evaluation, a summary of the interviews, and 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 _____

University of Kentucky Board of Trustees Evaluation of the President

QUESTIONNAIRE

STRATEGY AND PRIORITIES

1. Has the President effectively worked with key constituents to identify the current reality UK faces?
2. Has the President built a shared understanding of the reality UK faces among constituencies?
3. Has the President clearly articulated his strategic priorities and explained the rationale underlying them?
4. Are the President's priorities the right ones for UK today?
5. Do the President's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the University?

LEADERSHIP

1. Is the President creating a learning environment that reinforces UK's core values?
2. Is the President effectively leading the organization in executing the initiatives and actions associated with his priorities?
3. Is the President's pace of execution consistent with the institution's needs and capabilities?

ORGANIZATION AND TEAM

1. Has the President moved appropriately to design an organization (including structure and management systems) that will produce solid strategic and operational execution?
2. Is the President building and developing the management team needed to drive the University's future success?

RELATIONSHIPS WITH CONSTITUENCIES

1. Has the President established a productive relationship with the Board that enables the Board to contribute most effectively to UK's advancement?
2. Has the President established credibility with constituencies important to the University?

FINANCIAL MANAGEMENT

1. Has the President demonstrated careful stewardship of UK's financial resources by identifying and setting in motion needed improvements in financial planning and management systems?
2. Has the President identified financial goals and approaches needed to fund his strategic priorities?
3. Has the President taken the appropriate initial steps toward developing a University-wide system for risk management?

FUND-RAISING

1. Is the President committing the necessary time and energy to raise funds for the University?
2. Does the President have the skills to succeed in fund-raising?

FUTURE CONSIDERATION

1. Has the President positioned the University to make meaningful progress in the next five years?
2. Has the President demonstrated the multiple skills necessary for leading the University in the next five years?

OTHER

1. What advice would you give the President on his leadership of UK?