



# Presidential Evaluation

**Report to the University of Kentucky Board of Trustees**

E. Britt Brockman, Chairman

September 9, 2016



# Components of the Evaluation

- Surveys distributed to constituent groups:
  - Faculty selected by the University Senate (3)
  - Staff selected by the Staff Senate (3)
  - Students selected by the Student Government Association (3)
  - Alumni (3)
  - Outgoing Board of Trustees members (6)
  - Donors (3)
  - Community leaders (3)
  - Government officials (3)
  - Senior university leaders (3)
- President's self-evaluation
- **Board of Trustees' questionnaire**



# Evaluation Process

**February 19, 2016**

Executive Committee approved proposed list of questions and reviewed timeline

Questions sent to the Senate Council Chair, Staff Senate Chair, and SGA President for distribution, review, and feedback

**May 3, 2016**

Executive Committee finalized questions and authorized the Chair to approach representatives of the constituent groups

**June**

Questionnaire/Survey circulated to constituency representatives

President submitted self-evaluation to Board Chair for distribution to the Board of Trustees

**June/July**

Collection and analysis of constituent surveys

**June 24, 2016**

Board of Trustees passed CR-1, extending the President's contract and increasing the President's compensation



# Evaluation Process, cont.

**July 21, 2016**

Executive Committee met to review constituent surveys and President's self-evaluation

Executive Committee sent report of meeting to the Board of Trustees

A qualitative evaluation form was sent to the Board of Trustees

**August**

Return of the Board of Trustees' second qualitative evaluations

**September 9, 2016**

Board of Trustees reviews evaluations



# Major Accomplishments

- Building productive relationships with lawmakers, private partners, and key stakeholders to advance university priorities.
- Investing in residential, student life, academic, research, athletic, and health care facilities.
- Growing the university's philanthropic activity.
- Taking a proactive, thoughtful, and empathetic approach to fostering a diverse and inclusive UK community with an enduring sense of belonging.
- Recruiting a larger, better prepared, and more diverse student body, and ensuring their success as UK students.
- Facilitating the development and adoption of the Strategic Plan.



# Major Strengths

- Strong interpersonal skills that aid in building relationships with faculty, staff, students, other campus stakeholders, community members, and donors.
- Acts with a high level of integrity, compassion, humanity, and thoughtfulness.
- Well-organized, data-driven, and willing to make difficult choices in pursuit of aspirational goals.
- Passionate about the university, its mission, and its people.
- A visible and effective communicator.



# Opportunities for Improvement

- Improve and enhance communication with the Board of Trustees.
- Increase diversity among the university's senior leadership and within positions of responsibility across campus.
- Improve faculty morale, rewards, and engagement in strategic decision-making.
- Articulate implementation efforts and metrics for operationalizing the Strategic Plan.
- Ensure the university is compliant with Kentucky open records/open meetings statutes.
- Increase the profile of graduate education and non-health-related research.



# Progress on the Strategic Plan

- There is recognized progress on the objectives outlined in the Strategic Plan, including:
  - Enrollment
  - Diversity
  - Retention and graduation
  - Federal research grants and contracts
- The President's leadership team has effectively laid the groundwork for success, but some aspects of the Strategic Plan still need to filter down to all campus units.
- The Board would like to see annual reporting on progress toward the objectives in the Strategic Plan.





# Engagement with the Board

- The President effectively engages the Board of Trustees and has unified the Board around the Strategic Plan and university priorities.
- At the same time, communications with the Board of Trustees can be strengthened and more frequent.
- Trustees should have more frequent and informal interactions with one another to build relationships.



# Additional Considerations

- The President is doing a “tremendous job” and is carrying out a positive and shared vision for the university.
- Students love and appreciate the President’s time and attention to important issues.



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