Presidential Evaluation

Report to the Executive Committee of the University of Kentucky Board of Trustees

E. Britt Brockman, Chairman

December 11, 2018
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 (3)
  – Donors (3)
  – Community leaders (3)
  – Government officials (3)
  – Senior University leaders (3)

• President’s self-evaluation
• University Senate survey
• Board of Trustees questionnaire
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>June 22, 2018</td>
<td>Executive Committee reviewed and approved proposed list of questions and timeline</td>
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<td>June/July</td>
<td>Questions sent to the Senate Council Chair, Staff Senate Chair, and Student Government Association President for distribution, review, and feedback</td>
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<td>September 14</td>
<td>Executive Committee finalized questions after feedback</td>
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<td>September/14</td>
<td>Questionnaire/Survey circulated to constituency representatives</td>
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<td>September/October</td>
<td>Collected constituent surveys</td>
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<td>October 19</td>
<td>Executive Committee met to review constituent survey, faculty survey, and received President’s self-evaluation</td>
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<td>Executive Committee sent report of meeting, President’s self-evaluation, Strategic Plan Progress Report, and qualitative evaluation to full Board of Trustees</td>
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<tr>
<td>November 12</td>
<td>Return of Board of Trustees qualitative evaluations</td>
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<td>December 11</td>
<td>Executive Committee meets to review Board of Trustees evaluations</td>
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Board of Trustees Questionnaire
Major Accomplishments

• Steady progress on Strategic Plan priorities, with particular attention paid to affordability, student success, research, and investment in diversity and inclusivity initiatives

• Campus capital improvements in housing, dining, academic, research, health care, and athletic spaces, positioning UK for future success

• Philanthropy success that includes record annual fundraising totals and the launch of the $2.1 billion “Kentucky Can: The 21st Century Campaign”

• A growing research enterprise evidenced by faculty recruitment; top grants from the American Heart Association, the Patient-Centered Outcomes Research Institute, and National Cancer Institute-designation renewal; and the opening of the new research building

• Continued success of the UK LEADS program

• Careful navigation through important issues, specifically the hiring of a new Provost, the legislative session, the Memorial Hall mural, and changes in Title IX regulations

• A culture of integrity, inclusiveness, safety, and support across the campus

• Growth in UK’s health enterprise, regional medical campuses, and earning the Rising Star Award

• Noticeable improvement and positive momentum with faculty morale and engagement

• Success on all metrics in the statewide Performance Funding Model for higher education
• The President is a visionary and ethical leader who leads by example, acts with humility, a common humanity, and:
  – Has not lost focus or energy on accomplishing bold and ambitious priorities for UK;
  – Surrounds himself with a talented team of senior leaders; and
  – Developed a productive and trustworthy relationship with external stakeholders, philanthropists, political leaders, students, and alumni.
• He is a consensus builder and inclusive leader who clearly communicates a vision and positions UK for future success.
• The President is a skilled fundraiser, connecting UK’s passionate donor core with opportunities to affect positive change on campus.
• Mary Lynne is a major strength for the entire University and broader community.
Board of Trustees Questionnaire
Opportunities for Improvement

• Diversity of senior administrators
• Diversity of faculty and graduate programs
• Enrollment, retention, and graduation of African American and under-represented minority students
• Further engagement of faculty in important decision-making processes, replicating the successful models of the Memorial Hall Art Committee and University Senate’s AR 6.2 Review Committee
• Continued focus on improving affordability and decreasing student debt
Specific praise for:
- The institution is moving in the right direction on the majority of priorities outlined in the Strategic Plan
- UK has demonstrated success in the research enterprise, UK LEADS, and civic engagement
- The President is honest about the progress we have made and the important work that remains

Future recommendations:
- Improve retention and graduation rates for African American, under-represented minority, and low-income students to close the achievement gaps
- Improve the diversity of campus leadership, faculty, and staff
- Articulate a clear plan for improving success in graduate education
- Maintain a focus on access and affordability of a UK degree
Board of Trustees Questionnaire

Engagement with the Board

Specific praise for:
• Improved communication and engagement to prepare the Board for important discussions and critical issues facing the University
• The addition of substantive Board discussion topics at meetings and during the annual retreat
• The approachable, honest, and professional interactions with Trustees
• Openness to feedback
• One-on-one discussions and visits with Trustees
• Alternating meeting locations

Future recommendations:
• Additional opportunities for individualized engagement on key issues
• Regular engagement with the Executive Committee of the Board on key issues
• More opportunity to engage in and discuss progress on the Strategic Plan and substantive issues to foster additional feedback from Trustees on important institutional priorities
• Additional and earlier communication about sensitive issues facing the University
Board of Trustees Questionnaire
Positioning UK for Success

• The President understands the fast-paced world in which UK operates and is positioning UK for success
• The UK LEADS program, Kentucky Can campaign, and the targeted growth of UK’s online programs are evidence of an institution poised to lead in a complex world
• Investing in the campus infrastructure will continue to yield benefits in student and faculty recruitment and success
• Focusing on improving retention and graduation rates, workforce development, cancer treatment and research, and opioid abuse, which are important issues for the state we serve
• The President has developed positive relationships with state and federal lawmakers, alumni and donors, and community and business leaders that will benefit the institution
• Merit raises and competitive pay will help UK compete for leading scholars and clinicians in a difficult recruiting environment
• UK is in good financial health, and the continued pursuit of efficiency, revenue enhancements, and entrepreneurial partnerships through “Our Path Forward” will yield a strong financial position for the future
Specific praise for:

- The President’s professionalism, values-based leadership, and the right vision for the right time
- Mary Lynne Capilouto’s leadership and service to the University and the community
- Active support for and engagement with students
- UK HealthCare’s leadership in state health care policy

Continued focus on:

- Diversity of the senior leadership team
- Improving the recruitment and success of diverse students and faculty
- More Board-level discussion, engagement, and alternative approaches to important issues facing the University
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