

ECR 1

Chairman, Board of Trustees
June 18, 2020

Members, Board of Trustees:

PROCESS FOR THE 2019-20 PRESIDENTIAL EVALUATION

Recommendation: that the Board of Trustees approve the process, attached timeline, and preliminary list of survey questions as part of the 2019-20 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 2019-20 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 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 survey responses 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 Governing Regulation 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.

Action taken: Approved Disapproved Other _____

Presidential Evaluation Timeline for 2020

June 18, 2020	Executive Committee reviews and approves a proposed list of questions and timeline.
June/July	Questions are sent to Senate Council Chair, Staff Senate Chair, and Student Government Association President for distribution, review, and feedback.
September 10, 2020	Executive Committee finalizes questions after considering feedback. The survey is circulated to constituency representatives. President Capilouto submits self-evaluation to Board Chair.
September/October	Constituent surveys are collected for review.
October 16, 2020	Executive Committee meets to review the constituent survey results and the President's self-evaluation. Executive Committee sends a report of meeting to the full Board of Trustees. The qualitative evaluation is sent to the full Board of Trustees.
November	Return of the Board of Trustees' qualitative evaluations.
December (early)	Executive Committee meets to review the Board of Trustees' evaluations and draft recommendation(s).
December 14, 2020	Chair presents Executive Committee report and the full Board of Trustees votes on recommendation(s).