

Minutes of the Executive Committee of the Board of Trustees
University of Kentucky
Friday, October 15, 2021

The Executive Committee of the Board of Trustees of the University of Kentucky met on Friday, October 15, 2021, in the Gatton Student Center, Harris Ballroom.

I. Meeting Opened

Chair Vance called the meeting to order at 8:32 a.m. and asked Secretary Webb to report the attendance.

II. Roll Call

The following members of the Executive Committee were present: Kimberly McCann, Derrick K. Ramsey and Robert Vance. Claude A. “Skip” Berry III and Cathy A. Black attended the meeting via Zoom. Secretary Webb announced that a quorum was present.

Trustees Joe Bowen, E. Britt Brockman, Michael Christian, Ray Daniels, Ron Geoghegan, Michael Hawse, Elizabeth McCoy, Dave Melanson, Paula Pope, Frank Shoop, Sandy Shuffett, Bryan Sunderland and Hollie Swanson were also present. Trustee Lee Blonder attended the meeting via Zoom.

III. Approval of Minutes

Chair Vance stated that the minutes of the September 9, 2021, Executive Committee meetings had been distributed. Trustee Ramsey moved approval of the minutes, and Trustee McCann seconded the motion. The motion carried without dissent.

IV. Presidential Evaluation Discussion

A. President’s Constituent Evaluation 2020-2021

Chair Vance reminded the members that during the June meeting, the Committee approved the process, timeline and preliminary list of survey questions as part of the 2020-2021 Presidential Evaluation. He explained the transparent evaluation process the Board created several years ago and how they have taken a deliberate and thoughtful approach to evaluating President Capilouto’s performance each year.

Chair Vance introduced the results from approximately 30 surveys with constituent groups of the university – faculty, staff, students, alumni, outgoing board members, donors, community leaders, government officials and a selection of senior administrators. Chair Vance explained that these constituent groups were asked to reflect on several questions within specific subject areas and to rank the president’s performance on a scale of one to seven, with one being “strongly disagree” and seven being “strongly agree”.

Chair Vance reviewed the results of the constituent surveys with the Committee and pointed out of the 22 questions on the survey, only three scores were lower than last year – and then, only slightly. Two scores were unchanged and the remaining 17 questions were

higher and, in some cases, substantially. “It is, I think, a remarkable sense of broad and deep support during what we all know has been a time of real uncertainty and anxiety for so many.”

The chair pointed out specific results involving the President’s approach to strategy and priorities. “You will see high rankings in response to every question. We also have provided open-ended feedback from the survey, areas of praise in each subject area as well as opportunities for growth.

The chair began with strategies and priorities, sharing that respondents believe the president’s vision is clear and is having a substantive impact while strategically positioning the university for the future. He noted that it was pointed out that some facilities were thought to be inadequate, but at the same time the respondent recognized the president’s hard work to continue improving the infrastructure of the campus.

In terms of leadership, Chair Vance reported President Capilouto received outstanding marks across the board. Respondents cited his integrity, work ethic and strong moral compass. There were no suggested opportunities for growth.

With respect to organization and team, the president was praised for building a solid team and fostering a highly inclusive environment while pointing out the turnover in the provost position as an opportunity for improvement.

The chair stated, “Building relationships is a clear and deep strength of President Capilouto, as well.” Respondents described the president’s universal respect as a thoughtful leader, an outstanding listener and a highly effective decision maker. In this category, too, there were no suggested opportunities for growth.

Financial management continues to be a strength as reflected in the survey. The president is viewed as an exemplary steward of UK’s financial resources. The president also received strong marks in the area of fundraising and building trusting relationships with donors and potential donors. Further, respondents believe the president is positioning the university to make meaningful progress on important strategic initiatives and has a clear vision and deep understanding of the academic, physical and technological trajectory of postsecondary education.

Chair Vance continued by sharing general themes of advice gleaned from the survey with supportive admonitions to:

- Continue to be effective and focused.
- Guard against the censorship of ideas and welcome all voices to the discussion.
- Take time for yourself and maintain balance in your life.
- Continue to listen to grassroots messages.
- Continue moving forward, focused on the priorities of education, health, economy and quality of life.
- Continue to build and strengthen the relationship between the university and its Alumni Association.
- Continue to communicate in a consistent and transparent way.

- Keep up the great work and progress that you have thus far demonstrated.

Chair Vance concluded his report of the constituent's Presidential Evaluation by reminding the Board that they will be asked to submit their own evaluations of the president in the coming weeks. After the evaluations are returned and compiled, the Executive Committee will review the results and provide a report to the full Board of Trustees at the December meeting. The full Presidential Evaluation report may be found at: www.uky.edu/Trustees/

Chair Vance introduced Senate Council Chair Aaron Cramer for a review of the Senate Council Faculty Survey.

B. President's Senate Council Evaluation 2020-2021

Chair Cramer stated it is a tradition that the faculty provide input to the Board of Trustees concerning their perspectives on the president's performance. He reported that this year's response rate was 33.1 percent and it represented a snapshot in time from late spring of 2021.

Dr. Cramer discussed the historical profiles illustrating the gradual increase from positive feedback to strong positive feedback over time but how this year's results moved in a slightly different way. He provided the example of listening to faculty concerns where there has been an increase over time, but a more marked decrease than other questions for this year's results. He added engaging faculty and shared governance looked similar.

Dr. Cramer pointed out the timeframe of the survey corresponded to a moment in time where faculty were concerned with shared governance and added that it was an opportunity for some faculty concerns reflected in the survey to be dealt with and improved productively.

Chair Cramer drilled the faculty responses into three themes: general leadership; engaging faculty and faculty morale; and supporting research and graduate and professional educational missions. He discussed an additional question added to the survey the previous year concerning the president's response to unusual or crisis situations and pointed out that the president scored significantly higher and attributed the increase to the vaccination efforts for the campus. The full Senate Council Presidential Evaluation report may be found at: www.uky.edu/Trustees/

V. Board of Trustees Self-Evaluation 2020-2021

Chair Vance introduced the new survey instrument for the Board, the Board of Trustees Self-Evaluation, and explained pursuant to Governing Regulation 2.F.12 and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Standard 4.2.g, the Board of Trustees is obligated to perform a self-evaluation. He reminded the members that input was solicited from the Board concerning the survey questions and suggested edits were incorporated.

Chair Vance reported under the topic of mission and strategy, the Board felt the institution operates under a strategic plan that defines the institution's mission, goals and

priorities. Chair Vance added, “After yesterday’s Retreat, I think we should be gratified that we are engaged deeply in the life of the university and substantively supporting the development and implementation of strong strategic direction for Kentucky’s university.”

Under leadership and governance, the Board felt they delegate the day-to-day administration of the university to the president and executive administrators and appropriately engage in the governance and policy-making roles, delegating to the administration and faculty its operating duties and responsibilities.

The chair reported under functions and duties, the Board feels adequately informed and understands the fiscal condition of the university, the auditing process and appropriate actions that flow from that. The Board also believes it understands and respects its roles, responsibility and appropriate scope of authority.

Chair Vance reported under institutional effectiveness, the Board feels they review the institution’s performance with respect to student success, research, service and health. The Board also believes the institution plays a positive economic and social role in the communities it serves across the Commonwealth. One member noted the role UK has played during the pandemic with high visibility in the local community, and beyond, has reinforced to so many the vital role this institution plays. Another member noted an opportunity for growth with the need to address teaching and learning.

Under board culture, Board members believe they establish a culture of engagement built upon trust, respect and a commitment to inquiry and inclusion; and are committed to diversity, equity and inclusivity throughout the campus community. An opportunity for growth was encouraging Board members to inquire and ask more questions.

Chair Vance thanked the Board for their participation with the new survey instrument.

VI. Adjournment

With no further business, the meeting was adjourned at 8:51 a.m.

Respectfully submitted,



Rachel Watts Webb,
Secretary