

**DRAFT**



# **Presidential Evaluation**

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

E. Britt Brockman, Chairman

July 21, 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



# Timeline

**February 19, 2016**

Executive Committee approves proposed list of questions and reviews timeline

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

**May 3, 2016**

Executive Committee finalizes questions and authorizes the Chair to approach representatives of the constituent groups

**June**

Questionnaire/Survey circulated to constituency representatives

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

**June/July**

Collection and analysis of constituent surveys

**July 21, 2016**

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



# Strategy & Priorities

Question	Average
The President is effectively working with key constituencies (i.e. faculty, staff, students, alumni, donors, policy makers, etc.) to identify the strengths, weaknesses, opportunities, and threats (SWOT) currently facing UK.	<b>6.8</b>
The President is effectively communicating the strengths, weaknesses, opportunities, and threats (SWOT) UK faces.	<b>6.6</b>
The President is clearly articulating the strategic priorities as reflected in the 2015-2020 Strategic Plan and explaining the rationale underlying them.	<b>6.6</b>
The President's priorities are the right ones for UK today.	<b>6.5</b>
The President's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the University.	<b>6.3</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
 DK – Don't Know



# Strategy & Priorities

- General overall praise
- Specific praise for:
  - The leadership team the President has assembled during his tenure
  - Clear and consistent communication in his strategy and priorities
  - Accessibility
  - Capital investment, notably student housing



# Leadership

Question	Average
The President is creating a learning and working environment that reinforces UK's core values as reflected in the 2015-2020 Strategic Plan and promotes the teaching, research, and service missions of the University.	<b>6.3</b>
The President is effectively leading the organization by executing the initiatives and actions associated with his priorities.	<b>6.4</b>
The President's pace of execution is consistent with the institution's needs and capabilities.	<b>6.3</b>
The President facilitates a culture of ethical behavior and compliance with University policies and procedures and state and federal statutes and regulations.	<b>6.6</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
DK – Don't Know



# Leadership

- General overall praise
- Specific praise for:
  - Navigating a challenging budgetary and legislative landscape during the 2016 General Assembly Session
  - Balancing short-term and long-term interests of the University
  - Leading with student interests at the forefront
  - Increasing transparency and responsiveness
- Specific concerns for:
  - More communication during leadership transitions, specifically the Vice President of Student Affairs and the Office of Institutional Diversity
  - Staff reductions impacting the University's ability to create a successful working environment



# Organization & Team

Question	Average
The President has built an organization (including structure and management systems) that will produce solid strategic and operational performance.	<b>6.2</b>
The President is building and developing the management team needed to drive the University's future success.	<b>5.9</b>
The President has engendered a feeling of inclusion from all constituencies that encourages and invites active individual participation in guidance and governance.	<b>5.5</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
DK – Don't Know



# Organization & Team

- General overall praise
- Specific praise for:
  - Addressing diversity and a lack of community on campus
  - Cohesiveness among senior leaders for executing the priorities outlined in the 2015-2020 Strategic Plan
  - Transparency and accessibility of the senior administration
- Specific concerns for:
  - Additional progress is needed to foster a safe and welcoming campus community for underrepresented minority students, faculty, and staff
  - A lack of diversity in the senior administration



# Relationships with Constituencies

Question	Average
The President has established a productive relationship with the Board of Trustees that enables the Board to contribute most effectively to UK's advancement.	<b>5.8</b>
The President has established credibility with constituencies (faculty, staff, current students, prospective students and their families, alumni, donors, policy-makers, etc.) important to the University.	<b>6.8</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
DK – Don't Know



# Relationships with Constituencies

- General overall praise
- Specific praise for:
  - The President’s passion and care for the campus, students, faculty, and staff
  - His balanced approach in communicating with the University and other constituencies
  - His credibility
- Specific concerns for:
  - More frequent and enhanced communications with the Board of Trustees



# Financial Management

Question	Average
The President is demonstrating careful stewardship of UK's financial resources by identifying and setting in motion needed improvements in financial planning and management systems.	<b>6.7</b>
The President is identifying the financial goals and approaches needed to fund his strategic priorities.	<b>6.5</b>
The President is taking the appropriate steps toward developing a University-wide system for risk management.	<b>6.6</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
DK – Don't Know



# Financial Management

- General overall praise
- Specific praise for:
  - Successful financial management amid reductions in state appropriations
  - Entrepreneurial approaches to significantly invest in campus infrastructure
- Specific concern for:
  - Tuition and mandatory fee costs
  - The future of state support for the University



# Fundraising

Question	Average
The President is committing the necessary time and energy to raise funds for the University.	<b>6.6</b>
The President has the skills to succeed in fund-raising.	<b>6.7</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
DK – Don't Know



# Fundraising

- General overall praise



# Future Considerations

Question	Average
The President is positioning the University to make meaningful progress in the next five years to achieve the objectives in the 2015-2020 Strategic Plan.	<b>6.6</b>
The President has a clear vision and deep understanding of the academic, physical, and electronic trajectory of national and global postsecondary education.	<b>6.6*</b>
The President is demonstrating the multiple skills necessary for leading the University in the next five years.	<b>6.6</b>

1 – Strongly Disagree 2 – Disagree 3 – Somewhat Disagree 4 – Neither Agree or Disagree 5 – Somewhat Agree 6 – Agree 7 – Strongly Agree  
DK – Don't Know

\*12 of 14 survey respondents answered this question



# Future Considerations

- General overall praise – build on the firm foundation already established
- Continue listening and communicating with the faculty, students, staff, alumni, and Board of Trustees in setting and carrying out strategic priorities
- Diversify the senior leadership team
- Continue developing entrepreneurial approaches for reaching strategic priorities and investing in the campus infrastructure
- Ensure the Strategic Plan is utilized to improve academic excellence, in all its facets, across campus
- Continue communicating broadly the state of the University as it relates to progress on the Strategic Plan



# Next Steps

**July 21, 2016**

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

Executive Committee sends report of meeting to full Board of Trustees

A qualitative evaluation form is sent to full Board of Trustees

**August**

Return of Board of Trustees second qualitative evaluations

**September**

Executive Committee meets to review Board of Trustees evaluations and draft recommendation(s)

**September 9, 2016**

Chair presents Executive Committee report and full Board of Trustees votes on recommendation(s)

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