

Minutes of the Executive Committee of the Board of Trustees
University of Kentucky
Monday, December 12, 2022

The Executive Committee of the Board of Trustees of the University of Kentucky met on Monday, December 12, 2022, in the Gatton Student Center, Harris Ballroom.

A. Meeting Opened

Chair Vance called the meeting to order at 5:01 p.m. and asked Secretary Webb to report the attendance.

B. Roll Call

The following members of the Executive Committee were present: Claude A. "Skip" Berry, III, E. Britt Brockman, Kimberly McCann, Derrick K. Ramsey and Robert Vance. Secretary Webb announced that a quorum was present.

C. Approval of Minutes

Chair Vance stated that the minutes of the October 21, 2022, Executive Committee meeting had been distributed. Trustee McCann moved approval of the minutes, and Trustee Brockman seconded the motion. The motion carried without dissent.

D. Presidential Evaluation Discussion

Chair Vance thanked his fellow Board members for their participation in the annual performance evaluation of President Capilouto. He explained that their responses were aggregated without attribution to respondents and highlighted the following results.

Major Accomplishments

Chair Vance reported that Trustees listed numerous accomplishments over the last year including:

- Recruiting the largest and most diverse incoming first-year class.
- Achieving record-high graduation rates.
- Increasing enrollment for underrepresented minorities.
- Continuing to diversify faculty and staff to make UK a more inclusive place.
- Continuing to increase research awards and patents, putting UK among the top research institutions in the U.S.
- Investing a record amount in employee salaries and benefits.
- Continuing nationally heralded efforts to increase access and affordability for students with an economic need.
- Overseeing UK HealthCare's continued growth, including transactions with King's Daughters in Ashland.

Major Strengths

Supporting these accomplishments are the President's major strengths:

- Ability to foster relationships and increase fundraising.
- Outstanding interaction with Trustees that has created engagement, sense of unity and positive environment for leadership.
- Continually demonstrating heartfelt care for faculty, students and staff.
- Responsive to constituents, seeking different perspectives and building a collective commitment to find solutions to problems.
- The president is a visionary. He does not let challenges keep the university from moving forward with important initiatives, such as campus infrastructure; enrollment growth and student success; healthcare outreach and expansion; and Diversity, Equity and Inclusion (DEI) initiatives.
- Consistent focus on the strategic plan while inspiring students, faculty and staff to support this mission of advancing Kentucky.

Opportunities for Improvement

Chair Vance stated, "Still, there are listed opportunities for improvement which the President appreciates." Trustees recognized the importance of:

- Continue efforts to foster an environment of transparency.
- Continue progress in the area of DEI.
- Continue strengthening faculty relationships as it relates to shared governance.
- Continue to invest in – and engage with – staff to elevate morale and retention.

Chair Vance continued, "The Board is pleased with the progress on the university's strategic priorities and the focused commitment to advance Kentucky. Trustees noted the president's consistent, responsive and meaningful engagement and communication, and continue to enjoy the format of the Board Retreats; giving them an opportunity to provide thoughts and feedback in small group settings."

Positioned Well to Meet Future Challenges

Chair Vance pointed out there was strong consensus among Board members that the university is positioned well to meet future challenges and praised the president for:

- Advancing the health of the university and positioning it well for future challenges.
- Safeguarding the primary charge to educate and graduate students.
- Diversifying the institution at all levels in honoring and furthering UK's mission to be a more diverse, equitable and inclusive community.
- Positioning the research enterprise for continued growth, focused on Kentucky's most pressing challenges.
- FORBES: best state employer for women, diversity and new graduates (announced in July 2022) AND
- FORBES: best in-state employer (announced in August 2022)

Chair Vance thanked the Board for their support and participation in the evaluation process and asked if there were any questions or comments.

Trustee Cramer asked for additional information concerning the process of the raw response data and how it is analyzed for the consensus document presented to the Committee and who was given the opportunity to review the data. Chair Vance stated that he reviewed the data and if the response occurred two or more times it was considered significant and was included in the report.

Trustee Brockman stated, "It is my understanding that if there are recommendations from the Executive Committee at this point, we would forward those recommendations on to the full Board. I have heard no such recommendations, and that to some extent rings hollow with me to send no comment to the Board after six months of thorough, and involved process, particularly when we just saw major accomplishments – record recruitment of the freshman class, high graduation rates, and record employee salary increases. As well, the acquisition of King's Daughters Hospital is the largest financial event in the history of UK HealthCare – these are not inconsequential things. For that reason, Mr. Chair, I would propose Executive Committee Resolution number one for consideration by the Executive Committee to be presented for consideration to the entire Board. It would read as follows:"

"That the Board of Trustees approve the resolution commending President Capilouto's performance and accomplishments from his 2021-22 Presidential Evaluation. The Executive Committee of the University of Kentucky Board of Trustees has reviewed the input of all mandated constituency groups regarding President Eli Capilouto's performance for 2021-22 and commends the President's performance and accomplishments working toward the betterment of the University of Kentucky and advancing the Commonwealth."

Chair Vance asked for a motion to approve ECR 1. Trustee Brockman moved approval, Trustee Berry seconded the motion. Chair Vance asked if there was any discussion.

Trustee Swanson stated, "I just want to offer a perspective. I like to see things balanced, and my concern is that if you paint too rosy of a picture people in general will get complacent. So, my question is whether we are keeping a good balance in perspective."

Trustee Brockman asked to respond, "I appreciate that Trustee Swanson, I really do. I have actually learned over the years to really appreciate your input, in general, and respect it. But if anybody thinks that this president has any opportunity or philosophy of becoming complacent about anything, then they are not paying attention. So, I could not support adding that to the resolution.

Chair Vance asked if there was any other discussion. With no further discussion, ECR 1 passed without dissent. (See ECR 1 on the Board of Trustees website, www.uky.edu/Trustees, under "Agenda")

E. Other Business

Chair Vance stated, "The evaluation process we have just completed reinforces what we all know – that we have an outstanding leader in President Capilouto. He has articulated

the right vision at the right time for this place, which means so much to Kentucky.”

“I know that President Capilouto would quickly point to his team, which does so much to support these efforts and, like him, is dedicated with a sense of purpose and deep pride to the work we do to advance Kentucky. We saw that commitment on display as well earlier today as staff from across our campus reported to you on their efforts, on behalf of UK, to respond to a terribly difficult and challenging situation. As always, they put our students first.”

“As we prepare to close out this semester, I hope I can speak on behalf of all of you in sharing with the president and his team how proud we are of our progress and how excited we are about the potential the future holds for our university.”

F. Adjournment

With no further business, the meeting was adjourned at 5:13 p.m.

Respectfully submitted,



Rachel Watts Webb,
Secretary