

# ECR 1

Chairman, Board of Trustees  
June 13, 2025

Members, Board of Trustees:

## PROCESS FOR THE 2024-25 PRESIDENTIAL EVALUATION

Recommendation: that the Board of Trustees approve the process, attached timeline and preliminary list of survey questions as part of the 2024-25 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.

As in the past, the evaluation of the President's performance in 2024-25 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 strategic priorities adopted by the Board of Trustees. The performance assessment document may contain both qualitative and quantitative components.

Assessment of the President's performance will be transmitted to the Board from electronic survey responses from various constituent groups, including members of the Board. In addition to the electronic 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 survey responses, and will meet with the President to provide feedback. The Executive Committee will share the information with the full Board of Trustees and propose any potential recommendations 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.

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Action taken:    ☒ Approved    ☐ Disapproved    ☐ Other \_\_\_\_\_

## 2024-25 Presidential Evaluation Timeline

June 13, 2025	Executive Committee reviews and approves a proposed list of questions and timeline.
September 12, 2025	Executive Committee finalizes questions. The survey is circulated to constituency representatives.
September/October 2025	Constituent surveys are collected for review.  President Capilouto submits self-evaluation to Board chair.
October 17, 2025	Executive Committee meets to review the constituent survey results.  Executive Committee sends a report of the meeting to the full Board of Trustees.  The qualitative evaluation is sent to the full Board of Trustees.
November 2025	Collection of the Board of Trustees' qualitative evaluations.
December 2, 2025	Executive Committee meets to review the Board of Trustees' evaluations and drafts any potential recommendations.  Chair presents Executive Committee report, and the full Board of Trustees votes on any proposed recommendations.

## Presidential Evaluation Survey Questions

### Strategies and Priorities

1. The president effectively works with key constituencies (i.e. faculty, staff, students, alumni, donors, policymakers, etc.) to identify the strengths, weaknesses, opportunities and threats (SWOT) currently facing UK.
2. The president effectively communicates the strengths, weaknesses, opportunities and threats (SWOT) UK faces.
3. The president is clearly articulating strategic priorities and explaining the rationale underlying them.
4. The president's priorities are the right ones for UK today.
5. The president's policies and actions balance the short-term needs and the University's long-term interests.

### Leadership

6. The president is creating a successful learning and working environment that reinforces UK's core values while promoting the University's teaching, research, service and health missions.
7. The president is effectively leading the organization by executing the initiatives and actions associated with his priorities.
8. The president's pace of execution is consistent with the institution's needs and capabilities.
9. The president facilitates a culture of ethical behavior and compliance with University policies and procedures and state and federal statutes and regulations.

### Organization and Team

10. The president has built an organization (including structure and management systems) that will produce solid strategic and operational performance.
11. The president is building and developing the management team needed to drive the University's future success.
12. The president has fostered a feeling of inclusion from all constituencies that encourages and invites active individual participation in guidance and governance.

### Relationships with Constituencies

13. The president has established a productive relationship with the Board of Trustees that enables the Board to contribute most effectively to UK's advancement.

14. The president has established credibility with constituencies (faculty, staff, current students, prospective students and their families, alumni, donors, policymakers, etc.) important to the University.

### Financial Management

15. 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.

16. The president is identifying the financial goals and approaches needed to fund his strategic priorities.

17. The president is taking the appropriate steps toward developing a University-wide system for risk management.

### Fundraising

18. The president is committing the necessary time and energy to raise funds for the University.

19. The president has the skills to succeed in fundraising.

### Future Consideration

20. The president is positioning the University to achieve the articulated strategic priorities.

21. The president has a clear vision and deep understanding of the academic, physical and technological trajectory of national and global postsecondary education.

22. The president is demonstrating the multiple skills necessary for leading the University.

### Advice

What advice would you give the president on his leadership of UK?