

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Britt Brockman, Chairman



PRESIDENTIAL EVALUATION

Report to the Executive Committee

PRESIDENTIAL EVALUATION TIMELINE

June 13, 2025	Executive Committee reviewed and approved a proposed list of questions and timeline.
September 12, 2025	Executive Committee finalized questions after considering any feedback. The survey was circulated to constituency representatives.
September/October 2025	Constituent surveys were 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.
October 20, 2025	The qualitative evaluation and President's self-evaluation are 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 the Executive Committee report and the full Board of Trustees votes on any proposed recommendations.

Strategies and Priorities

Question	Average
1. The president effectively works with key constituencies to identify the strengths, weaknesses, opportunities and threats currently facing UK.	6.8
2. The president effectively communicates the strengths, weaknesses, opportunities and threats UK faces.	6.7
3. The president clearly articulates strategic priorities and explains the rationales underlying them.	7.0
4. The president's priorities are the right ones for UK today.	6.6
5. The president's policies and actions balance the University's short-term needs and long-term interests of the University.	6.7

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

Question	Average
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.	6.5
7. The president is effectively leading the organization by executing the initiatives and actions associated with his priorities.	6.7
8. The president's pace of execution is consistent with the institution's needs and capabilities.	6.6
9. The president facilitates a culture of ethical behavior and compliance with University policies and procedures and state and federal statutes and regulations.	6.7

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 and Team

Question	Average
10. The president has built an organization (including structure and management systems) that will produce solid strategic and operational performance.	6.7
11. The president is building and developing the management team needed to drive the University's future success.	6.5
12. The president has fostered a feeling of community from all constituencies that encourages and invites active individual and collective participation in guidance and governance.	6.5

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

Question	Average
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.	6.6
14. 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.	6.8

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

Question	Average
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.	6.6
16. The president is identifying the financial goals and approaches needed to fund his strategic priorities.	6.6
17. The president is taking the appropriate steps toward developing a University-wide system for risk management.	6.6

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

Question	Average
18. The president is committing the necessary time and energy to raise funds for the University.	6.8
19. The president has the skills to succeed in fundraising.	6.8

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

Future Consideration

Question	Average
20. The president is positioning the University to achieve the articulated strategic priorities.	6.6
21. The president has a clear vision and deep understanding of the academic, physical and technological trajectory of national and global postsecondary education.	6.7
22. The president is demonstrating the multiple skills necessary for leading the University.	6.8

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

Next Steps

October 20, 2025

The qualitative evaluation and president's self-evaluation are 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 evaluation.

Chair presents Executive Committee report to the full Board of Trustees.



QUESTIONS

