Minutes of the Executive Committee of the Board of Trustees
University of Kentucky
Monday, December 1, 2025

The Executive Committee of the Board of Trustees of the University of Kentucky met on Monday, December 1, 2025, in the Gatton Student Center, Harris Ballroom.

I. Meeting Opened

Chair Brockman called the meeting to order at 1:45 p.m. and asked Secretary Myers to report the attendance.

II. Roll Call

The following members of the Executive Committee were present: Britt Brockman, Todd Case, Jim Gray, Elizabeth McCoy, Hannah Myers and Robert Vance. Secretary Myers announced that a quorum was present.

III. Approval of Minutes

Chair Brockman stated that the minutes of the October 17, 2025, and October 28, 2025, Executive Committee meeting had been distributed. Trustee McCoy moved approval of the minutes, and Trustee Vance seconded the motion. The motion carried without dissent.

IV. Chair's Report

ECR 1 Acceptance of Charitable Gift from B. Thomas Golisano

Chair Brockman discussed the special meeting on October 28 where the Executive Committee discussed and later approved ECR 1, the acceptance of a charitable gift from B. Thomas Golisano to benefit the Kentucky Children's Hospital. He reminded the Committee that the recommendation would be brought before the full Board to ratify the acceptance of the monumental gift.

ECR 2 Presidential Performance Evaluation

Chair Brockman introduced ECR 2, Presidential Performance Evaluation. To comply with KRS 164,230(2), the Board of Trustees adopts the existing annual presidential evaluation process as the procedure for evaluating the performance and productivity of the President.

As background, the existing process of the evaluation of the President's performance includes input from various constituencies and each member of the Board. The Chair of the Board of Trustees and the Executive Committee, in consultation with the President, agrees on a set of questions. The evaluation considers the President's performance across a range of responsibilities of the office and missions of the University, including strategic priorities adopted by the Board of Trustees. The performance assessment document contains both qualitative and quantitative components.

Assessment of the President’s performance is 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 prepares and submits an annual self-evaluation to the Board.

The Executive Committee reviews the President's self-evaluation and a summary of the survey responses and may meet with the President to provide feedback, as determined by the Chair. For informational purposes, the Executive Committee provides that background to the full Board of Trustees.

This process is used to assess the President's performance and productivity as well as provide feedback on his accomplishments and challenges. It also is used to determine any changes to the President's compensation.

Kentucky’s General Assembly passed legislation in Spring 2025 requiring evaluation of the performance and productivity of each state university president. The legislation requires adoption of the process by January 1, 2026, to become effective July 1, 2026.

Chair Brockman asked for a motion to approve ECR 2. Trustee Case moved approval; Trustee Vance seconded the motion. Chair Brockman asked for any discussion; hearing none he called for a vote and ECR 2 passed without dissent.

<u>Presidential Evaluation Discussion</u>

Chair Brockman continued by thanking the Board for their participation in evaluating President Capilouto and reviewed the multi-month process culminating with the survey report at this meeting. He reminded the Board that the responses were aggregated without attribution to respondents and responses were summarized. Any comments noted two or more times were included in the presentation.

Chair Brockman highlighted results from each subject area including accomplishments, major strengths, opportunities for improvement, strategic plan progress, engagement and communication, and positioning to meet future challenges.

<u>Accomplishments</u>

Chair Brockman listed numerous accomplishments over the last year including:

- Significant growth in enrollment and steady increases in graduation rates.
- Major expansion and strengthening of UK HealthCare, including statewide reach and large-scale facility projects.
- Exceptional fundraising success and record philanthropic gifts that support healthcare, research and academics.
- Extensive capital construction and infrastructure improvements across the University.
- Advancement of the Advancing Kentucky Together Network and other governance and strategic initiatives.

- Continued success of the UK Invests program and recognition of the University as a strong place to work.

Major Strengths

Supporting these accomplishments Chair Brockman listed President Capilouto's noted strengths including:

- Exceptional communication skills and the ability to connect effectively with diverse audiences.
- Strong leadership marked by strategic vision and sound decision-making.
- Integrity, character and trustworthiness that build confidence across the University community.
- Highly effective fundraising ability and strong philanthropic relationships.
- Ability to assemble and maintain a strong leadership team that advances the University's mission.
- Skillful relationship building with legislators and other key stakeholders.

Opportunities for Improvement

Chair Brockman continued with opportunities for improvement, which he said the President appreciates. Trustees recognized the importance of continuing to strengthen faculty relations, and communication with the Board as significant issues develop.

Progress in Meeting Strategic Plan Metrics

Chair Brockman reported that the Board is pleased with the strong progress toward the University's strategic priorities, noting measurable gains across major areas such as research growth, student enrollment, healthcare expansion and overall institutional performance.

Engagement and Communication

Trustees noted the President's engagement with the Board as strong, open and highly accessible including regular one on one interactions. Trustees also emphasized the value of welcoming a wider range of viewpoints during Board discussions as well as providing more unstructured time for meaningful engagement among the Board members.

Positioned for Future Challenges

Chair Brockman reported that there was strong consensus among Board members that the University is positioned well to meet future challenges and praised the President for:

- Demonstrating strong vision, foresight and the ability to pivot effectively during uncertainty.
- Proactive planning in areas such as financial stability, enrollment and statewide partnerships.

- The University's emphasis on innovation, especially the focus on Artificial Intelligence (AI).
- Healthcare growth and related initiatives are preparing the University for long-term needs.

Chair Brockman stated, "This concludes the President's evaluation process. Thank you, again, for your support and participation, which reinforces what we all know – that we have an outstanding leader in President Capilouto. I know he 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."

V. Adjournment

With no further business, the meeting was adjourned at 1:59 p.m.

Respectfully submitted,

Hannah M. Myers

Hannah M. Myers,
Secretary