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Chairman, Board of Trustees
June 16, 2023

Members, Board of Trustees:

PROCESS FOR THE 2022-23 PRESIDENTIAL EVALUATION

Recommendation: that the Board of Trustees approve the process, attached timeline and preliminary list of survey questions as part of the 2022-23 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 in accordance with Governing Regulation II.E.2 (a).

As in the past, the evaluation of the president's performance in 2022-23 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, reports from the respective groups listed in Governing Regulation II, 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.

Action taken: ☑ Approved   ☐ Disapproved   ☐ Other _____

2022-23 Presidential Evaluation Timeline

June 16, 2023   Executive Committee reviews and approves a proposed list of questions and timeline.

June/July 2023   Questions are sent to Senate Council chair, Staff Senate chair and Student Government Association president for distribution, review and feedback.

September 14, 2023   Executive Committee finalizes questions after considering feedback. The survey is circulated to constituency representatives.

September/October 2023   Constituent surveys are collected for review.

President Capilouto submits self-evaluation to Board chair.

October 20, 2023   Executive Committee meets to review the constituent survey results and the president's self-evaluation.

Executive Committee sends a report of meeting to the full Board of Trustees.

The qualitative evaluation is sent to the full Board of Trustees.

November 2023   Collection of the Board of Trustees' qualitative evaluations.

December 4, 2023   Executive Committee meets to review the Board of Trustees' evaluations and drafts any potential recommendations.

December 5, 2023   Chair presents Executive Committee report and the full Board of Trustees votes on any proposed recommendations.