

ECR 2

Office of the President
December 2, 2025

Members, Board of Trustees:

PRESIDENTIAL EVALUATION PROCESS

Recommendation: 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.

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.

Action taken: Approved Disapproved Other _____