

# UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Robert Vance, Chairman



# **PRESIDENTIAL EVALUATION**

Report to the Executive Committee

## PRESIDENTIAL EVALUATION TIMELINE

June 16, 2022	Executive Committee reviewed and approved a proposed list of questions and timeline.
June/July 2022	Questions were sent to the Senate Council chair, Staff Senate chair and Student Government Association president for distribution, review and feedback.
September 15, 2022	Executive Committee finalized questions after considering any feedback. The survey was circulated to constituency representatives.
September/October 2022	Constituent surveys were collected for review.
October 21, 2022	Executive Committee meets to review the constituent survey results. Executive Committee sends a report of the meeting to the full Board of Trustees.
October 2022	President Capilouto submits self-evaluation to the Board chair.
October 31, 2022	The qualitative evaluation is sent to the full Board of Trustees.
November 2022	Collection of the Board of Trustees qualitative evaluations.
December 12, 2022	Executive Committee meets to review the Board of Trustees evaluations and drafts any potential recommendations.
December 13, 2022	Chair presents Executive Committee report, and the full Board of Trustees votes on any proposed recommendations.

## PRESIDENTIAL EVALUATION

# Strategies and Priorities

Question	Average
1. The president is effectively working with key constituencies to identify the strengths, weakness, opportunities and threats currently facing UK.	5.7
2. The president is effectively communicating the strengths, weaknesses, opportunities and threats UK faces.	6.1
3. The president is clearly articulating strategic priorities and explaining the rationale underlying them.	5.9
4. The president's priorities are the right ones for UK today.	6.1
5. The president's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the university.	6.0

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

# Strategies and Priorities

Specific praise for:

- The president's priority has always been putting the student first and "taking care of our people". Especially during the pandemic, he worked with leadership to put a strategic plan in place for the protection, safety and well-being of our students, faculty and staff. His priorities are the right ones for UK today.
- One of the things I have admired about Dr. Capilouto is that he has remained focused through his tenure at UK with the direction of progress for the students, university and our Commonwealth. I believe his goals and perspectives are always aligned toward that progress.
- The president is a strategic thinker - aligning the strengths of the institution with the needs of the Commonwealth - all in an effort to position the university as a national driver. His priorities to put Students First and Take Care of People are spot on.

Specific opportunities for:

- Sharing the university priorities with alumni and how UK Alumni Association (UKAA) can support that goal.

## PRESIDENTIAL EVALUATION

# Leadership

Question	Average
6. The president is creating a learning and working environment that reinforces UK's core values and promotes the teaching, research, service and health missions of the university.	6.0
7. The president is effectively leading the organization by executing the initiatives and actions associated with his priorities.	5.9
8. The president's pace of execution is consistent with the institution's needs and capabilities.	6.0
9. The president facilitates a culture of ethical behavior and compliance with university policies and procedures and state and federal statutes and regulations.	6.2

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

## PRESIDENTIAL EVALUATION

# Leadership

Specific praise for:

- From my experience, Dr. Capilouto is truly a servant leader.
- A great leader is someone you can trust, who expects transparency and accountability in himself and others while facilitating a culture of ethical behavior with university policies, procedures and state and federal statutes and regulations. Dr. Eli Capilouto is that leader for UK.
- To me one of the greatest qualities of a good leader is the concept of leading by example. He not only talks the talk but also always walks the walk. He is an inclusive leader that has developed a great team where the team behind him has led their staff in the same manner.
- The president is the most ethical, hard-working leader I have had the pleasure of working with. He does a lot behind the scenes without excessive commotion or self-promotion. People do not know all the time and effort he puts in - visiting students and employees in the hospital, stopping off at extension centers while traveling, checking in on the residence halls and chatting with students when he walks at night, among many other things.
- President holds folks accountable.
- President Capilouto is truly an outstanding executive - his leadership skills are moving Kentucky forward. UK is very fortunate to have him at the helm of our University!

Specific opportunity for:

- None submitted.

# 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.	5.7
11. The president is building and developing the management team needed to drive the university's future success.	5.5
12. The president has engendered a feeling of inclusion from all constituencies that encourages and invites active individual and collective participation in guidance and governance.	5.5

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



## **PRESIDENTIAL EVALUATION**

# Organization and Team

Specific praise for:

- The president has a very strong team.
- Our organization and team are leaders with the expertise, education, and experience who strive for solid operational performance and success.
- The president has time for alumni to contribute thoughts, perspectives and believes. He lives by his principles of inclusion.

Specific opportunity for:

- Ensuring timely replacement of vacant positions and more external hires in segments of University Administration.

# 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.	5.5
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.	5.6

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

# Relationships with Constituencies

Specific praise for:

- Within the limits set by the state constitution and federal and state laws, the Board of Trustees is the final authority in all matters affecting the institution and exercises jurisdiction over the institution's financial, educational, and other policies and its relationship with state and federal governments. Dr. Capilouto is very engaged with the Board of Trustees, faculty, staff, students, alumni, policymakers, our community and beyond. These relationships help build a better tomorrow for our UK community.
- The president from my time there and as alumni has been present and working with the Board of Trustees. The president understands the Board's role.
- Having had the opportunity to observe President Capilouto with the Board of Trustees shows his strong relationship with this important group. His skills continue with faculty and students! He is a pleasure to be with.

Specific opportunity for:

- Increasing communication with the Board on issues that are being reported by the news media.

# 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.	6.1
16. The president is identifying the financial goals and approaches needed to fund his strategic priorities.	6.1
17. The president is taking the appropriate steps toward developing a university-wide system for risk management.	5.8

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

Specific praise for:

- The University of Kentucky is financially strong because of the president's leadership.
- Dr. Capilouto manages an operating budget of \$5.6 billion. He has done a phenomenal job managing these resources - the last ten years have seen a budget increase of over 115%.
- Another key to success is that every good leader does not and cannot do everything himself but surrounds himself with strong, intelligent, loyal and committed people.
- The "Kentucky Can" campaign is excellent evidence of his focus on financial management and objectives.

Specific opportunity for:

- None submitted.

# Fundraising

Question	Average
18. The president is committing the necessary time and energy to raise funds for the university.	6.2
19. The president has the skills to succeed in fundraising.	6.2

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

Specific praise for:

- Dr. Capilouto's fundraising ability is built on good strong relationships with donors and alumni. He is very successful at fundraising for the university.
- I believe the goal, planning and continued success of the Capital Campaign have demonstrated Dr. Capilouto's commitment to the success of the University of Kentucky and our Commonwealth.
- The president always talks about being the university's storyteller. He does this with true sincerity and interest in furthering the university's goal to be the driver in the Commonwealth's future.

Specific opportunity for:

- None submitted.

# Future Consideration

Question	Average
20. The president is positioning the university to achieve the articulated strategic priorities.	6.1
21. The president has a clear vision and deep understanding of the academic, physical and technological trajectory of national and global postsecondary education.	6.1
22. The president is demonstrating the multiple skills necessary for leading the university.	6.0

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

Specific praise for:

- Dr. Capilouto is someone who can be trusted to successfully lead our university forward. His strength, ideals, commitment to diversity, equity and inclusion, but most of all our students, faculty and staff are all the components for success.
- He has a deep understanding of where higher education is headed and is consistently reading and analyzing disruptors and trends both within and outside of the industry to position the university.
- Having had the opportunity to discuss UK's future with several deans - President Capilouto is definitely focused on growing the university and achieving its future goals. He is admired and respected for his leadership and vision.

Specific opportunity for:

- None submitted.

## PRESIDENTIAL EVALUATION

### Next Steps

October 31, 2022

The qualitative evaluation and president's self-evaluation is sent to the full Board of Trustees.

November 14, 2022

Collection of the Board of Trustees qualitative evaluations.

December 12, 2022

Executive Committee meets to review the Board of Trustees evaluation.

December 13, 2022

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



# QUESTIONS

