

# UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Robert Vance, Chairman



AN EQUAL OPPORTUNITY UNIVERSITY

# **PRESIDENTIAL EVALUATION**

Report to the Executive Committee

## **PRESIDENTIAL EVALUATION TIMELINE**

June 16, 2021	Executive Committee reviewed and approved a proposed list of questions and timeline.
June/July, 2021	Questions were sent to Senate Council chair, Staff Senate chair and Student Government Association president for distribution, review and feedback.
September 9, 2021	Executive Committee finalizes questions after considering any feedback. The survey is circulated to constituency representatives.
September/October, 2021	Constituent surveys are collected for review. President Capilouto submits self-evaluation to Board chair.
October 15, 2021	Executive Committee meets to review the constituent survey results and the president's self-evaluation. Executive Committee sends a report of the meeting to the full Board of Trustees.
October 22, 2021	The qualitative evaluation is sent to the full Board of Trustees.
November 8, 2021	Collection of the Board of Trustees' qualitative evaluations.
December 13, 2021	Executive Committee meets to review the Board of Trustees' evaluations and drafts any potential recommendations.
December 14, 2021	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.	6.8
2. The president is effectively communicating the strengths, weaknesses, opportunities and threats UK faces.	6.4
3. The president is clearly articulating strategic priorities and explaining the rationale underlying them.	6.5
4. The president's priorities are the right ones for UK today.	6.4
5. The president's policies and actions strike an appropriate balance between the short-term needs and the long-term interests of the university.	6.7

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

# Strategies and Priorities

Specific praise for:

- The president always seems to be on message and on task - very consistent, very impactful and very clear.
- President Capilouto continues to work extensively to ensure that UK is well positioned strategically, both currently and for the future.
- Dr. Capilouto addresses priorities, works with key constituents to align a strategy, and effectively communicates them to students, faculty, and staff. His decisions are based on what is best for the University both short and long term.

Specific opportunities for:

- There are still a lot of inadequate facilities for faculty, students and staff but the president is doing all he can in the context of state government and the economy.

## 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.	6.6
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.	6.7
9. The president facilitates a culture of ethical behavior and compliance with university policies and procedures and state and federal statutes and regulations.	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

## **PRESIDENTIAL EVALUATION**

# Leadership

Specific praise for:

- Things always feel like they are "moving forward", and in terms of ethics, I can not think of anyone who exudes that trait better than Dr. Capilouto.
- President Capilouto models the type of leadership that the university has sought to develop at each of its organizational levels.
- President Capilouto does not shy away from tackling tough issues. He has a strong moral compass that guides him to always follow the course of action that he believes is best for UK's long-term benefit.
- Dr. Capilouto has created an environment that reinforces our core values and executes initiatives with positive outcomes. His integrity and work ethic to uphold university policy, procedures and state/federal regulations is the benchmark for all.

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.	6.7
11. The president is building and developing the management team needed to drive the university's future success.	6.4
12. The president has engendered a feeling of inclusion from all constituencies that encourages and invites active individual 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



# Organization and Team

Specific praise for:

- President Capilouto consistently displays deep respect for all UK constituents and fostering a highly inclusive environment is of vital importance to him.
- Dr. Capilouto has built a solid team and I am always impressed with the fact that he promotes from within, but he also goes outside of the UK realm when he needs to do so.
- President Capilouto's judgment and leadership of the university through the Covid crisis has been exceptional.

Specific opportunity for:

- The main problem to date has been the turnover in the provost position. The acting provost is very promising, and the rest of the team is very strong.
- There is a high reliance on internal candidates, which can be good, but also limits our ability to bring in fresh ideas and approaches.

# 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.	6.7
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.	6.5

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

# Relationships with Constituencies

Specific praise for:

- I sense that Dr. Capilouto has earned the universal respect of both Trustees and other constituents as a thoughtful leader, an outstanding listener, and a highly effective decision maker. Dr. Capilouto clearly does not strive to be the loudest voice in a room, but rather, the most well prepared and thoughtful.
- Having seen Dr. Capilouto interact with our Board of Trustees, students, faculty and staff, I have to say that he has built and established productive and meaningful relationships with his constituents.

Specific opportunity for:

- None submitted.

# 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.	6.7
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.	6.4

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:

- Dr. Capilouto has done a superb job working to intelligently finance UK's needed infrastructure enhancements while keeping a keen eye on any resulting financial risks.
- Dr. Capilouto's plan with the \$5.1 billion budget is to advance Kentucky's health, education, economy, and quality of life. His priorities are right on target for the University of Kentucky to continue to be successful and grow.

Specific opportunity for:

- None submitted.

## PRESIDENTIAL EVALUATION

# 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.	6.9

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:

- This is significant strength from my perspective and engagement.
- Dr. Capilouto has proven to be a highly effective fundraiser for the university. He evokes confidence, sincerity and demonstrates unwavering integrity. Most importantly, he timely follows through on his commitments.
- The President's ability to build trusting relationships with donors and potential donors is unmatched in my experience of four decades with fundraisers for a variety of causes.

Specific opportunity for:

- None submitted.

# 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.	6.8
22. The president is demonstrating the multiple skills necessary for leading 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



# Advice

- Continue to be effective and focused.
- Vigilantly guard against the censorship of ideas and welcome all voices to the discussion.
- Take time for himself and maintain balance in his life.
- Continue to listen to grass roots messages.
- Keep going forward in a positive manner.
- Continue moving forward focused on the priorities of education, health, economy, and quality of life.
- A strong relationship with local government and policy makers is essential to the future success of the University – and to the overall health of Lexington.
- Continue to build and strengthen the relationship between the University and its Alumni Association.
- Please continue to communicate in a more consistent and transparent way.
- The UK Alumni Association is ready, willing and able to participate in the implementation of UK's strategic plan and welcomes the opportunity to be intricately included.



## PRESIDENTIAL EVALUATION

### Next Steps

October 22, 2021

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

November 8, 2021

Collection of the Board of Trustees' qualitative evaluations.

December 13, 2021

Executive Committee meets to review the Board of Trustees evaluation.

December 14, 2021

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



# QUESTIONS

