

Minutes of the Executive Committee of the Board of Trustees  
University of Kentucky  
Friday, October 16, 2020

The Executive Committee of the Board of Trustees of the University of Kentucky met on Friday, October 16, 2020, via Zoom webinar.

A. Meeting Opened

Chair Vance called the meeting to order at 8:30 a.m. and asked Assistant Secretary Thro to report the attendance.

B. Roll Call

The following members of the Executive Committee were present: Claude A. “Skip” Berry, III, Kimberly McCann, Robert Vance and Barbara Young. Assistant Secretary Thro announced that a quorum was present.

C. Approval of Minutes

Chair Vance stated that the minutes of the June 18, 2020 Executive Committee meeting had been distributed. Trustee Young moved approval of the minutes, and Trustee McCann seconded the motion. The motion carried without dissent.

D. Presidential Evaluation Process 2019-20

Chair Vance reminded the members that during the June meeting, the Committee approved the process, timeline and preliminary list of survey questions as part of the 2019-20 Presidential Evaluation. “I am proud, as I hope you are, of the comprehensive and transparent evaluation process this Board created several years ago. We have taken a deliberate and thoughtful approach to evaluating President Capilouto’s performance over the past year.”

The chair introduced the results from approximately 30 surveys with constituent groups of the university – faculty, staff, students, alumni, outgoing board members, donors, community leaders, government officials and a selection of senior administrators. Chair Vance explained that these constituent groups were asked to reflect on several questions within specific subject areas and to rank the president’s performance on a scale of one to seven, with one being “strongly disagree” and seven being “strongly agree”.

Chair Vance reviewed the results of the constituent surveys with the Committee and pointed out that the president received high rankings in response to every question including strategy and priorities, leadership and management of the institution including both financial abilities and ethics. Chair Vance highlighted respondents’ specific praise for the president’s response to COVID-19, societal unrest and the university’s forward

momentum within the last six months. With respect to organization and team, the president was praised for his recent leadership realignment and his efforts to include more women and people of color in positions of leadership.

Chair Vance reported building relationships as a clear and deep strength of President Capilouto. Respondents cited the establishment of strong relationships with the Board and credibility with all constituent groups that were surveyed. Financial management continued to be a strength as reflected in the survey, with the president viewed as an exemplary steward of UK's financial resources.

The chair discussed praise from constituents including how the president and his team have leveraged the university's financial capacity to meet the needs of students and the community, as well as successfully navigating the institution through a turbulent time. Additionally, the president received strong marks in the area of fundraising; specifically, launching and stewarding the university's 21<sup>st</sup> Century Capital Campaign. "Respondents believe the president is positioning the university to make meaningful progress and has a clear vision and deep understanding of the academic, physical and technological trajectory of postsecondary education."

Chair Vance concluded his report with general themes and advice gleaned from the survey including:

- President Capilouto's vision and leadership skills are needed now more than ever in our history. Keep up the great work and progress that you have thus far demonstrated.
- I encourage President Capilouto to continue his support of shared governance and to find additional formal ways to include, and even highlight, faculty and student ideas, preferences and advice in administrative decision making.
- Continue to listen and utilize the constituent leadership.
- Continue to think outside the box when it comes to innovation of ideas and programs that can bring this university to the forefront of the global conversation when it comes to research, diversity and inclusion, global brand, transforming to the digital world and graduation completion rate.
- Seek more positive leaders with initiative and creative new ideas.
- You are on the right path, continue in that direction.

The full Presidential Evaluation report may be found at: [www.uky.edu/Trustees/](http://www.uky.edu/Trustees/)

Chair Vance introduced Senate Council Chair Aaron Cramer for a review of the Senate Council Faculty Survey. Chair Cramer stated it is a tradition that the faculty provide input to the Board of Trustees concerning their perspectives on the president's

performance. Dr. Cramer stated there were 1088 faculty survey responses that were collected over a four-week period beginning in early April. The survey represented a significantly higher response rate than previous years, potentially due to the historical moment of the pandemic.

Dr. Cramer discussed the historical profiles illustrating the gradual increase from positive feedback to strong positive feedback over time. Some additional trends Chair Cramer highlighted were the consistent high rankings for building campus infrastructure and a rapid increase in building faculty morale, with over 50% of the faculty scoring the president at a five or higher than the previous year.

Chair Cramer drilled the faculty responses into three themes: general leadership; engaging faculty and faculty morale; and supporting research and graduate and professional educational missions.

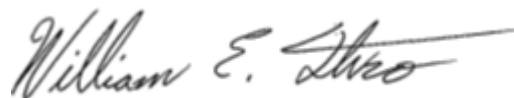
Dr. Cramer discussed an additional question added to the survey, due to the current times, concerning the president's response to unusual or crisis situations. He pointed out that though they do not have a historical baseline, they thought it prudent to include and hope to include it again in the spring so they can analyze the feedback over time.

Dr. Cramer closed his presentation with a summary of the feedback. He pointed out that although it is a snapshot of a specific time, he was not surprised that it represents the faculty as hopeful and confident in the president's abilities to lead the university. The full Senate Council Presidential Evaluation report may be found at: [www.uky.edu/Trustees/](http://www.uky.edu/Trustees/)

#### E. Adjournment

With no further business or questions, Chair Vance thanked Senate Council Chair Cramer for his report and adjourned the meeting at 8:47 a.m.

Respectfully submitted,



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William E. Thro,  
Assistant Secretary