

UNIVERSITY OF KENTUCKY BOARD OF TRUSTEES

Robert Vance, Chairman



AN EQUAL OPPORTUNITY UNIVERSITY

PRESIDENTIAL EVALUATION

Report to the Executive Committee

PRESIDENTIAL EVALUATION TIMELINE

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| 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 finalized questions after considering any feedback. The survey was circulated to constituency representatives. |
| September/October, 2021 | Constituent surveys were collected for review. President Capilouto submitted his self-evaluation to the Board chair. |
| October 15, 2021 | Executive Committee met to review the constituent survey results. Chair presented a report of the meeting to the full Board of Trustees. |
| October 22, 2021 | The qualitative evaluation was sent to the full Board of Trustees. |
| November 8, 2021 | Board of Trustees' qualitative evaluations were collected. |
| December 14, 2021 | Executive Committee meets to review the Board of Trustees' evaluations and drafts any potential recommendations. Chair presents the Executive Committee report, and the full Board of Trustees votes on any proposed recommendations. |

Major Accomplishments

- Raised the profile of the university in the community by playing a role in the vaccination process during the pandemic.
- Assembled the infrastructure and the financial support to launch the university's overall Diversity, Equity and Inclusion (DEI) plan.
- Kept the university at the forefront at a time when the Commonwealth of Kentucky needed it most with testing, vaccinations and treatment.
- Positioning the university to stay strong throughout the first wave of the pandemic and to successfully navigate the second wave with the return to in-person living, education and employment.
- Implementing a campus-wide vaccination and "return to campus."
- Propelling DEI workstreams to mount a comprehensive and meaningful approach to sustainable change.

Major Strengths

- Ability to be forward-thinking, devise a plan, create a strategy, assemble a team and execute his vision.
- Leadership skills, intelligence, attention to detail and compassion are hallmarks of his personal strengths.
- Ability to make people feel comfortable and like their concerns matter.
- Ethical behavior, promoting a moral and inclusive culture.
- Recognizing questions between administration and campus-elected bodies and responding to concerns about shared governance.
- Encourages and motivates all those he encounters.
- Competence in handling crisis situations with an inclusive and effective team approach.
- Addressing short-term challenges in a timely manner without sacrificing mid- and long-term goals of the institution.

Opportunities for Improvement

- Incorporate more key players into major decision processes.
- Continue making progress in the area of DEI.
- Accessibility to exchange ideas with campus partners.
- Receive Board materials earlier to be adequately prepared for the meetings.

Progress on the Strategic Plan



Excellent job of achieving the university's strategic priorities with a focused commitment to advance Kentucky.

Engagement with the Board

- Board members noted consistent, responsive and meaningful engagement and communication.
- Some members noted that engagement has improved with in-person meetings as it allows for informal discussions.
- Members noted the format of the Board Retreat was excellent and it gave trustees an opportunity to provide thoughts and feedback in small group settings.

Positioning UK for Success

Strong consensus among Board members that the university is positioned well to meet future challenges by:

- Effectively maintaining the reputation as the flagship, land-grant university.
- Continuing to anticipate and build rapid responses to unforeseen challenges.
- Remaining aware of the changing landscape of postsecondary education.
- Continuing to safeguard the primary charge to educate and graduate students.
- Continuing to diversify the institution at all levels in honoring and furthering UK's mission to be a more diverse, equitable and inclusive community.

QUESTIONS

