

**Eastern Kentucky University
Board of Regents
Ad Hoc Committee on Governance and Evaluation
Special Meeting**

October 6, 2022

11:00 a.m.

**Adams House Conference Room
Eastern Kentucky University**

I. Call to Order

A special called meeting of the *Ad Hoc* Committee on Governance and Evaluation, of the Eastern Kentucky University Board of Regents, convened on October 6, 2022, at 11:04 am at the Adams House, Eastern Kentucky University, Richmond, Kentucky. The committee Chair, Dr. Jason Marion, called the meeting to order. A quorum was established.

Present

Dr. Jason Marion, Committee Chair
Mike Eaves, Board Chair
Regent Jeremiah Duerson
Regent Paige Murphy
Regent Ashley Ward

II. Information Items

A. Presidential Evaluation

1. Overview of Related State and University Regulations/Policies

Committee Chair Marion opened the discussion regarding the presidential evaluation approach to annual evaluations for 2022 and 2023, as well as a comprehensive evaluation that will take place in 2024, by introducing a document offering an overview of two policies. This document included the Academic Regulation: 4.8.1ACR Annual Evaluation of Academic Administrators, established by EKU, and one established by the Commonwealth of Kentucky in KRS and reinforced in the EKU Board of Regents Bylaws.

The way the university's current policies are drafted is influenced by state statutes, but many are influenced by the accreditation body, The Southern Association of Colleges, and Schools Commission on Colleges (*SACSCOC*). Our current policy requires the university's academic administrators, as well as the president, to receive a comprehensive evaluation every three years.

This policy does not put the president in a group of academic administrators; however, it does state the need for an administrative review by the faculty. Dr. Weis and the academic affairs

drafting committee will be reviewing the policy to ensure it is current and will take into consideration the work that is done today as well as incorporating newer changes.

2. Discussion on Proposed Procedures

Chair Marion submitted a document for discussion which proposed assessment procedures for three presidential evaluations, including an interim assessment to be conducted before the end of 2022, an annual assessment taking place in 2023, and a three-year comprehensive assessment to be performed in 2024. A copy of the Revised Assessment Procedures is incorporated herein and will be included with the official copy of the minutes.

An assessment tool would allow the board an opportunity to provide a more meaningful evaluation and clearly articulate what could help the president be more successful in his role. The by-laws were updated a few years ago to be congruent with the state law that says the board shall evaluate the president annually.

Committee Chair Marion did express one aspect that is not clear as to when the president articulates his own goals is how he might share those goals. Therefore, a plan would need to be established by either this committee, the board, and/or the chair as to how his goals would be conveyed, ideally by the end of the year, and he is advising that they would be sent to the board chair. Last year, the president presented an annual report to the board towards the middle of the year which corresponded with the evaluation. Most institutions tend to do those annual reports around the academic year, which makes it more efficient for the campus in general. Rather than having the president worry about putting together an annual report around the end of the year, the board could request an annual report to be presented next year around June or July. That report could then be used for reflection by the board for performing the annual evaluation next year.

Board Chair Eaves indicated that two things will be added to the board report, most likely not until after the first of the year, 1) the president's goals for the upcoming year that can be reviewed by the board on a quarterly basis and 2) future challenges and opportunities for the university, and those are to be sent to the board chair.

3. Identification and/or Selection of Questions for 2022 Annual Evaluation

Where there has not been a clearly articulated annual assessment, Chair Marion introduced a document for discussion to the committee which included possible questions for the 2022 annual evaluation and a values-based assessment on the Experience Excellence 2022-2030 university strategic plan, a copy of which is incorporated herein and will be included with the official copy of the minutes.

These questions also offer the opportunity for those taking the survey to indicate where they believe the president is excelling and those areas where they feel he could improve. Regent Ward suggested that there should be a few options such as, unsure, not observed, no opinion, etc., for those who may not have interacted with the president in the manner the questions are being asked. In addition, the committee felt that those selected to take part in the survey should be encouraged

to complete the assessment, understanding it is not a comprehensive evaluation and that they were selected due to their routine engagement with the president and their leadership positions.

4. Implementation Steps to Executing 2022 Annual Evaluation/Assessment

Chair Marion announced the next steps would include working with Meagan Murray, Assessment Analyst for the Office of Institutional Effectiveness & Research to distribute the survey to important stakeholders, such as board members, university leaders, and community partners with a link provided to complete the survey, followed by a reminder email two weeks later with the date the survey will close.

B. Board Self-Evaluation

1. Discussion on Proposed Procedures

Committee Chair Jason Marion opened the discussion regarding the board self-evaluation by presenting a resource document entitled, Board Assessment for Institutions provided by the Association of Governing Boards of Universities and Colleges (AGB), a copy of which is incorporated herein and will be included with the official copy of the minutes.

In addition, he presented a draft document of an ECU Board of Regents self-evaluation tool provided by ECU Associate Provost, Dr. Jennifer Wies, as another resource for the board self-evaluation process, a copy of which is incorporated herein and will be included with the official copy of the minutes.

2. Identification and/or Selection of Questions for 2022 Annual Evaluation

Chair Marion continued the discussion regarding the identification and/or selection of the questions for the board's self-evaluation by indicating that the committee could approve the questions and send those to the Chair of the Board for approval.

The chair suggested that the AGB assessment tool which speaks to the best practices of board governance anywhere, along with the draft assessment tool provided by Dr. Wies, which speaks to whether our board is engaged with the strategic plan of the university in a much more direct way be used for the board's self-evaluation. This survey would be sent out a few weeks after the completion of the president's evaluation.

Again, Regent Ward suggested that there should be a few options such as, unsure, not observed, no opinion, etc., for those that are new to the board this year.

3. Implementation Steps to Executing 2022 Annual Evaluation/Assessment

Chair Marion suggested again that the committee could approve these steps, with a draft sent to the board chair and legal counsel that could be reviewed for inclusion.

III. Action Items

A. Approval of Presidential Evaluation and Assessment Procedures and Questions

Chair Marion called for a motion to approve the Presidential evaluation and assessment procedures and questions with the changes mentioned as outlined in the document provided, which include the data and the potential that the policy may change. A motion was made by Regent Ward. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

B. Approval of Board Self-Evaluation Procedures and Questions

Chair Marion called for a motion to approve an annual board self-evaluation, and the procedures, by using the ECU questions along with ABG questions for 2022 in the documents provided, with a possible modification to the questions next year. A motion was made by Regent Ward to set up a mechanism whereby an annual Board self-evaluation is performed by adopting the questions from the two documents provided. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

IV. Comments

For the record, Regent Duerson would like to thank Chair Marion for his outstanding work and express that the committee appreciates all the work he has put into this process.


Regent Marion indicated that handling this process in-house is saving the university a substantial amount of money, however, the option to have an external consultant handle the evaluation is available.

V. Adjournment

There being no further business, Chair Marion called for a motion to adjourn the meeting. A motion was made by Regent Duerson to adjourn. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote. The meeting adjourned at 11:58 pm.



Jeremiah Duerson, Board Secretary



Date