



Eastern Kentucky University

Policy and Regulation Library

University Policy: 1.5.5POL

Responsible Office(s): University Counsel

Effective: February 19, 2025

Next Review Date: Spring 2030

University Policy: 1.5.6POL

Annual Evaluation of the President

Statement

The University Board of Regents (the Board) is charged with annually reviewing the President of the University pursuant to KRS 164.321(11). Additionally, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requires the Board to routinely evaluate the President, and best practices recommended by the Association of Governing Boards of Universities and Colleges (AGB) note that the Board is empowered and entrusted with evaluating the University's progress in implementing its missions, goals, and objectives to align with the institution's strategic agenda. To that end, the University's President (also known as the Chief Executive Officer), shall be held accountable for the status of the University's progress in these areas.

It shall be the policy of the Board of Regents at Eastern Kentucky University to review the performance of the President annually.

The purpose of an annual assessment is to provide the President with support and feedback on performance by identifying areas of strength and opportunities for further professional development or focus. These assessments will evaluate the President's performance in leading the institution; encourage communication between the Board and the President regarding expectations, goals, and accomplishments; identify future challenges and opportunities for the President and Board; and maintain accountability.

Ultimately, the Board's evaluation of the President will be guided by mutually agreed-upon goals with the President that are focused on areas such as leadership, student success, faculty and staff development, fiscal management, stakeholder relations, fundraising, and maintaining or enhancing the University's reputation.

The Board may consider stakeholder input guided by the principles of leadership, communication, administration, development, and relationships in conducting its reviews.

Procedures

- I. The President shall be reviewed annually. The Board shall periodically review and revise its procedures for evaluation as necessary in light of best practices, or as required by law or regulation. The Board may perform annual assessments with the assistance of one or more independent consultants chosen by the Board. The review process is not intended as a substitute for regular, ongoing communication about progress toward goals between the President and the Board.
- II. Annual Review Process
 - a. On or before July 1 of each academic year the President shall propose and the Board Chair shall review and, if appropriate, approve the President's goals and objectives, both for the President and the University, for the upcoming academic year. Such goals and objectives shall be specific and measurable to the extent reasonably practicable.
 - b. If approved by the Board Chair, the preliminary list of goals and objectives shall be referred by the Chair to the Executive Committee or to the full Board for its consideration, revision or approval.
 - c. As soon as reasonably practicable after the end of each academic year, the President shall prepare and submit to the Board Chair the President's self-assessment, reflecting on achievements during the previous academic year, including an assessment of those goals and objectives prepared for the previous academic year, or as further outlined in the President's employment contract.
 - d. The Board shall perform an annual performance evaluation of the President at the end of the academic year, with support from the University Office of Institutional Effectiveness and Research or an independent consultant.
 - e. The Board Chair or his/her designee and the President shall meet annually to discuss the results of the Board's evaluation.
 - f. At least every three (3) years, the review process shall provide an opportunity for input from the Faculty Senate, Staff Council, and the Student Government Association (the "Constituent Groups"), which may be provided through a report from each organization, transmitted to the Board Chair.
 - i. The University Office of Institutional Effectiveness and Research or an independent consultant will be responsible for distributing questionnaires developed with Faculty Senate, Staff Council, and the Student Government Association for confidential input and report generation.
 - ii. Only the executive leadership of each Constituent Group shall have access to any raw input, and this shall be treated as confidential.

- iii. If provided by the Faculty Senate, Staff Council or Student Government Association, the Board shall consider such report in performing its annual evaluation.

Definitions

- **Annual Review:** The President's Annual Review will be conducted by the Board of Regents annually and will cover the President's performance in the preceding year. The purpose of the Annual Review is to enable the President to strengthen his or her performance, enable the President and the Board to reset mutually agreeable goals, and inform annual decisions on compensation adjustments and other terms of employment.

Statutory or Regulatory References

KRS 164.321
KRS 164.350
SACSCOC Standard 4.2.c

Regulation Adoption Review and Approval

<u>Date</u>	<u>Entity</u>	<u>Action</u>
February 19, 2025	Board of Regents	Adopted