

**Minutes of a Meeting  
Eastern Kentucky University  
Board of Regents**

**Special Meeting  
December 16, 2011**





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A special meeting of the Eastern Kentucky University Board of Regents convened at 8:00 a.m. on December 16, 2011, in Room 549, Student Success Building (SSB), Eastern Kentucky University, Richmond, Kentucky. Mr. Gary Abney, Chair of the Board, presided. The presence of a quorum was noted. The following members of the Board were present:

Mr. Gary Abney  
Ms. Rachel Mollozzi  
Dr. Malcolm Frisbie  
Ms. Janet Craig  
Mr. Steven Fulkerson  
Mr. Craig Turner  
Mr. Ernie House  
Ms. Nancy Collins  
Mr. David Sloan  
Mr. David Tandy

The following member was absent:

Ms. Anita Johnson

Other persons present at the meeting were:

Dr. Doug Whitlock, President  
Ms. Debbie Newsom, Treasurer  
Ms. Virginia Underwood, Assistant Secretary  
Dr. Lynnette Noblitt, Chair, Faculty Senate  
Members of ECU Faculty and Staff

**Discussion of Presidential Evaluation**

Mr. Abney stated the Special Meeting of the ECU Board of Regents was for the purpose of the continuation and completion of the presidential evaluation process. He stated further that the ECU Board of Regents had not met since the September 28, 2011, Board meeting and as previously reported, a regularly scheduled presidential evaluation process consistent with the terms of President Whitlock's employment contract and the Bylaws of the ECU Board of Regents has been initiated and undertaken over the last few months.

Mr. Abney informed the Board that the evaluation process has provided the opportunity for faculty, staff and students to complete surveys and provide feedback through a confidential process. He noted the evaluation process respected the role of the Faculty Senate Executive

committee in accordance with the provisions of the Faculty Handbook pertaining to the Administrative Review of the President by the faculty. Mr. Abney stated he appreciated the collaboration of the Chair of the Faculty Senate and the Faculty Senate Executive Committee with the ECU Board of Regents and Pappas Consulting Group in the development, hosting and administration of the faculty survey. Additionally, Mr. Abney stated his appreciation of the participation of ECU faculty, staff and students in the evaluation process. He commended President Whitlock's cooperation and participation in and positive reception of the evaluation process.

### **Executive Session**

Mr. Abney noted that a motion would be in order for the Board to go into executive session pursuant to KRS.810(f) for the purpose of discussing matters relating to personnel issues with respect to specific employees, including the possible discipline or appointment of individual employees. He stated the Board shall invite appropriate University officials, as are necessary, to provide related information to the Board with respect to such matters. Mr. Fulkerson made a motion to the effect requested by the Chair; Mr. House seconded. The Board went into executive session.

Upon returning to open session, it was noted that only matters stated in the motion were discussed and there was no action taken. Mr. House made a motion to reconvene; Mr. Turner seconded. The motion passed by voice vote.

### **Report from the Chair of the Board**

Mr. Abney opened the floor for comments from members of the Board. Mr. Sloan stated his appreciation for the evaluation process, preliminary report and the discussions with Dr. Pappas concerning the process. Additionally, Mr. Sloan noted the feedback will lead to continued improvement of ECU and President Whitlock's leadership. Ms. Craig expressed appreciation to the Board for the process and to students, faculty and staff who took time to participate in the evaluation process by expression of their thoughts and opinions. She noted her appreciation of President Whitlock's time and commitment to the process and of the positive value of the evaluation for the University.

Dr. Frisbie stated the University was fortunate to have a fine President and that throughout challenging times he has been a good leader. Mr. Turner commented that President Whitlock is an effective leader and the right person to attack the challenges before the University during these economic times. Mr. Fulkerson commented that President Whitlock is the right person to lead ECU and he appreciates President Whitlock's effective and steady leadership during difficult economic times.

Mr. House stated that President Whitlock should be commended for the tough financial choices he has made during difficult economic times. Ms. Molozzi thanked Mr. Abney for the evaluation process and expressed appreciation to President Whitlock for his leadership. She commented that President Whitlock goes above and beyond to reach out to students.

President Whitlock stated his appreciation for the evaluation process and his opinion that an effective evaluation process that includes broad-based input helps to improve leadership and moves the university forward.

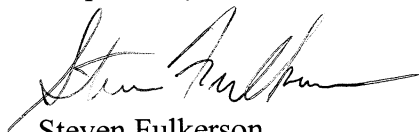
Mr. Abney stated he was pleased to inform the University community that the Board of Regents of Eastern Kentucky University has received the preliminary report of the Pappas Consulting Group, the consultants who have just concluded their assistance with the Board's performance evaluation of President, Dr. Doug Whitlock. Also, he stated that the Board had just received from Dr. Lynnette Noblitt, Chair of the Faculty Senate, The Faculty Senate Executive Committee's report of the administrative review by the faculty, which was part of the evaluation process. Mr. Abney stated his sincerest appreciation to the University community as well as to those external to it for participating in the process. He noted every member of the Board provided input as did several presidents of universities in Kentucky. Additionally, he stated local legislative representatives participated through interviews. Mr. Abney noted 138 faculty members, 149 staff members and 211 students responded to an electronic survey that addressed questions of leadership, management, communication, effectiveness, personal relations, fairness and overall performance.

Mr. Abney informed the Board the responses were generally consistent from all groups and he was happy to report Dr. Whitlock is viewed as an effective leader. He stated the President is perceived as someone who has been able to guide the institution with a steady hand during economic times that have grown even more complex since his last evaluation in June of 2009. He stated most respondents would like to see the President: provide personal leadership with regard to clarifying his vision for the University, take bold and decisive action with regard to recruiting and retaining more undergraduate students as well as improving student graduation rates, ensure that the senior leadership team is serving optimally the needs of the University, its staff and faculty. Mr. Abney stated respondents would like the President to focus his efforts on the service region in which the University resides, set and keep institutional priorities and have more student engagement.

He stated he was pleased to report the Board will be working with Dr. Whitlock to address these issues and that he will be developing an action plan to present to the Board of January 17, 2012.

There being no further business, Mr. Fulkerson made a motion to adjourn. Ms. Craig seconded. The motion was approved by voice vote. The Board adjourned at 1:48 p.m.

Respectfully Submitted,



Steven Fulkerson,  
Secretary