

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

December 1, 2022

9:00 a.m.

**Powell 229
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 December 1, 2022, at 9:00 a.m. in Powell 229, Eastern Kentucky University, Richmond, Kentucky. Committee Chair Marion called the meeting to order. The roll was called, and a quorum was established.

Present

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

II. Information Items

A. Update on the Presidential Evaluation & Assessment and Board Self-Assessment

Committee Chair Marion opened the meeting with a review of what was accomplished at the last meeting that took place on October 6, 2022. As a committee, the questions for the President's assessment were identified, as well as spelling out the process that would be used for moving forward. The current process is an interim process to accomplish the evaluation piece this year, however as a best practice, the committee also included making it more beneficial as an assessment rather than an evaluation. In addition, the questions were aligned with the university's strategic plan.

Regarding the board's self-assessment, all regents have completed the self-assessment, however, for the sake of time, those will be reviewed at another time. The board is not obligated by statute to do a self-assessment, but the Association of Governing Boards (AGB) recommends boards do self-assessments, and our accrediting body also believes that it is beneficial.

III. Action Items

A. Approval of the Minutes for the Special Meeting on October 6, 2022

A motion was made by Regent Duerson to approve the minutes for the Special Meeting on October 6, 2022. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

B. Discussion and/or Action on the Evaluation of President McFaddin for 1/1/2022-12/1/2022

Committee Chair Marion referred to the document that was established by the committee as the questionnaire as well as a raw draft of what the committee received from the participants. The purpose of the evaluation assessment is to enhance the President's effectiveness in leading the university into a dynamic and prosperous future, to reflect upon the university's successes, as well as to reflect on currently anticipated needs, threats, and opportunities. By doing this, the board fulfills its annual evaluation duties of assessing the President.

Chair Marion shared some milestones with the committee regarding enrollment, state resources, and funding received by the university. All evidence thus far has suggested that attendance at student events has been the best the university has had in at least a decade. Annual giving and Giving Day were up significantly, and the university closed out a capital campaign \$11 million over the \$50 million goal. ECU's ranking regarding all the Military and Veteran programs continues to be among the best in the nation. There have been efforts to recognize employees that have not happened in the past, and there was a modest salary increase of 2%. Regarding athletics' performance, ECU experienced at least a 10% increase in revenue, participated in the FCS Play-offs, and won numerous conference championships as well as runners-up.

The survey instrument focused on values and goals and then offered an option to give an overall rating. The annual assessment survey invitations focused on those who work most closely with the President.

The President rated very high on celebrating the university's people, purpose, success, and fostering engagement. About two-thirds of the respondents responded to the question regarding the President's notable strengths by mentioning the BookSmart program, that he inspires innovation, that he cares deeply about first-generation students, has a passion for the university, conveys his own story, and how ECU is the school of opportunity.

The survey was also designed to ask what two areas the respondents could recommend for potential improvement. Those areas that emerged largely included continued work regarding increasing the diversity of people and perspectives within the university community, continuing to strive for competitive and equitable pay, differentiating ECU from other universities within the state and region, and ensuring an inclusive environment.

Overall, there was a strong consensus from the assessment that the President has exhibited ethical, positive, and highly effective leadership and the university is well-positioned for success in 2023.

Chair Marion expressed his gratitude to Meagan Murray in Institutional Research for running the evaluation, allowing the committee to keep everything anonymous, the volunteers, members of the board, members of the President's cabinet, faculty senate and staff council, and student government for participating, as they provided very thoughtful feedback.

Regent Ward expressed his appreciation for Regent Marion's leadership throughout this process and feels that it has been a solid process. He felt that the survey questions were appropriate in trying to capture what is important as it relates to helping the President achieve the goals of the university. He feels that the committee would like to have had more responsiveness from the participants and feels that can be addressed moving forward to try to have more participation. However, he feels that the committee has a clear representative sample of those that responded, and he feels that the report accurately reflects the summary Chair Marion has created. Chair Marion agreed and believed that the committee can improve upon the next assessment, allowing more time for the President and his team to be more prepared by moving the process to an academic year.

President McFaddin took a moment to thank the committee for their work and the time dedicated to performing this important work and having this process in place, not just for the compliance aspect of it, but also to hear the voice of those concerned parties across campus. He expressed that there is constructive feedback that he and his team will do their level best to operationalize and address. One thing they will try to help as they build forward is to try to get the annual report aligned with the next assessment, so the committee has some supplemental material to provide to the respondents to possibly help with more informed responses. Chair Marion agreed and explained that it is the working plan of the committee to have an annual document that is based on the academic year.

Committee Chair Marion thanked Board Chair Eaves for helping the committee get a process in place that aligns with best practices.

A motion was made by Regent Ward that the committee adopt the proposed report Regent Chair Marion has submitted as the official assessment of President McFaddin that will be presented today to the board. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

IV. Adjournment

There being no further business, Chair Marion adjourned the meeting at 9:19 a.m.



Jeremiah Duerson, Board Secretary

2/15/23

Date