

BOARD OF REGENTS
for
KENTUCKY STATE UNIVERSITY



**Meeting of the Evaluation and Compensation Committee
of the Board of Regents**

**Tuesday, September 15, 2020
10:30 a.m.**

**2nd Floor Julian M. Carroll
Academic Service Building
Frankfort, Kentucky 40601**

KENTUCKY STATE UNIVERSITY

MISSION STATEMENT

Kentucky State University is a public, comprehensive, historically black land-grant university committed to advancing the Commonwealth of Kentucky, enhancing society, and impacting individuals by providing quality teaching with a foundation in liberal studies, scholarly research, and public service to enable productive lives within the diverse global economy.

KENTUCKY STATE UNIVERSITY

VISION STATEMENT

Kentucky State University prepares today's students as global citizens, lifelong learners and problem solvers. To accomplish this, Kentucky State University must challenge itself and its students to be the best. It must recognize its strengths, expand and excel. Notwithstanding, it must also welcome change and quality improvement. By doing so, KSU will gain widespread recognition as one of the region's strongest universities. As a university of distinction, Kentucky State University will create an environment where:

- Students are first.
- Diversity is valued, understood and respected.
- Diverse, motivated and talented students, staff and faculty are actively recruited and retained.
- An intellectual environment conducive to leadership in teaching, research and community service is encouraged and supported.
- Effective teaching is promoted both inside and outside the classroom.
- Students are taught how to obtain, evaluate and use information.
- Learning is lifelong.
- Effective and efficient fiscal management by the administration is the norm.
- Collegiality is the norm, not the exception.
- Each person is a change agent.
- Excellence starts with me.

KENTUCKY STATE UNIVERSITY

CORE VALUES

Through the core values, we- the faculty, staff, administration and students of Kentucky State University – communicate to all our stakeholders and constituents the way in which we choose to do business. The following values that we hold are essential to achieving the University’s mission:

Student Centered Philosophy

In everything we do, our students come first. We strive to create an environment that values the unique backgrounds, perspectives and talents of all our students and provide them with the academic, leadership and social tools to help them grow as responsible, knowledgeable and creative global citizens. We encourage attitudes and behaviors that lead to a desire to learn, a commitment to goals and respect for the dignity of others. Ultimately, we encourage attitudes and behaviors that build success.

Excellence and Innovation

We believe in student’s potential to learn and to connect what they learn inside and outside the classroom to solving problems for productive changes. We strive to offer excellent academic programs; to encourage exploration and discovery through providing outstanding instruction, technology and facilities; and to ignite a curiosity toward the world and a passion for lifelong learning. We seek to reward the pursuit and achievement of excellence and innovation in an environment where freedom of thought and expression are valued. We want all members of our campus community to leave a mark through their creativity, curiosity, discovery, exploration and ingenuity.

Ethical Conduct

We encourage the sharing of information in an open and responsible manner while maintaining the highest ethical and moral standards. The standards are reflected in our commitment to accountability and to personal responsibility for our choices and actions. We encourage respect for the dignity, diversity and right of individuals. We welcome all students who commit themselves to learning, knowing that students and faculty with diverse perspective enhance our classroom experience.

Social Responsibility

We share responsibility for each other and are committed to providing opportunities for the participation in the economic, political and cultural life of our local, state, regional, national and global communities. We are sensitive to our surrounding community; therefore, we recognize the value of integrating classroom learning with the community experience. Our commitment is to provide leadership and to establish partnerships for addressing community and workforce needs and to make a positive difference in the city of Frankfort, the Commonwealth of Kentucky and the world.

KENTUCKY STATE UNIVERSITY COUNCIL OFFICERS

Dr. M. Christopher Brown II
Eighteenth President

Dr. Lucian Yates III
Interim Provost and Vice President for Academic Affairs

Mr. Douglas R. Allen II
Executive Vice President for Finance and Administration / CFO

Ms. Clara Ross Stamps
Senior Vice President for Brand Identity and University Relations

Vacant
Institutional Advancement

Dr. Derek F. Greenfield
Vice President for Student Engagement and Campus Life

Ms. Lisa Lang
General Counsel, and Records Custodian

KENTUCKY STATE UNIVERSITY BOARD MEMBERS

Mr. Ron Banks (2023)

Ms. Mindy Barfield, Esq. (2021)

Dr. Elaine Farris (2020), *Chairperson*

Ms. Chandee Felder (2022), *Staff Regent*

Mr. Paul C. Harnice, Esq. (2022)

Mr. Dalton Jantzen, MS (2022)

Mr. Kirk Miller (2021), *Student Regent*

Dr. Joe Moffett (2022), *Faculty Regent*

Dr. Syamala H.K. Reddy (2021)

Mr. Roger Reynolds (2024)

KENTUCKY STATE UNIVERSITY ELECTED BOARD OFFICERS

Dr. Elaine Farris, *Chairperson*

Mr. Dalton Jantzen, *Vice Chairperson*

Dr. M. Christopher Brown II, *Secretary*

Mr. Douglas R. Allen II, *Treasurer*

KENTUCKY STATE UNIVERSITY

BOARD COMMITTEES

ACADEMIC AFFAIRS

Regent Dalton Jantzen, *Chair*
Regent Mindy Barfield
Regent Elaine Farris
Regent Kirk Miller
Regent Joe Moffett
Regent Roger Reynolds

BRAND IDENTITY AND UNIVERSITY RELATIONS

Regent Roger Reynolds, *Chair*
Regent Ron Banks
Regent Elaine Farris
Vacant
Regent Dalton Jantzen
Regent Joe Moffett

INSTITUTIONAL ADVANCEMENT

Regent Ron Banks, *Chair*
Regent Elaine Farris
Regent Chandee Felder
Regent Paul Harnice
Regent Syamala Reddy
Regent Roger Reynolds

FINANCE AND ADMINISTRATION

Regent Mindy Barfield, *Chair*
Regent Elaine Farris
Regent Paul Harnice
Vacant
Regent Dalton Jantzen
Regent Roger Reynolds

STUDENT ENGAGEMENT AND CAMPUS LIFE

Regent Elaine Farris, *Chair*
Regent Ron Banks
Regent Chandee Felder
Regent Paul Harnice
Regent Dalton Jantzen
Regent Kirk Miller

GOVERNANCE

Regent Paul Harnice, *Chair*
Regent Mindy Barfield
Regent Elaine Farris
Regent Chandee Felder
Regent Syamala Reddy
Regent Roger Reynolds

EXECUTIVE AND AUDIT COMMITTEE

Regent Elaine Farris, *Chair*
Regent Ron Banks
Regent Mindy Barfield
Regent Paul Harnice
Regent Dalton Jantzen
Regent Roger Reynolds

KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

Meeting of the Evaluation and Compensation Committee

Tuesday, September 15, 2020, 10:30 a.m.

***** Meeting Will be Conducted by Teleconference*****

Zoom Link: <https://kysu.zoom.us/j/97893928523>

Webinar ID: 978 9392 8523

Phone One-Tap: US: [+13126266799](tel:+13126266799).,[+16468769923](tel:+16468769923).,[97893928523#](tel:+16468769923) or [+16468769923](tel:+16468769923).,[97893928523#](tel:+16468769923)

AGENDA

- 1. **Call to Order** Regent Elaine Farris,
Chair, Board of Regents

- 2. **Roll Call** Dr. M. Christopher Brown II,
Board Secretary

- 3. **Adoption of the Agenda** Regent Elaine Farris

- 4. **Information Item(s)** Regent Elaine Farris
 - A. *Discussion of AGB Presidential Evaluation Process*
Consultant: Dr. Charlie Nelms

- 5. **Action Item(s)** Regent Elaine Farris
 - A. *Approval of Staff Liaison*

- 6. **Adjournment** Regent Elaine Farris

MEMBERS

Regent Elaine Farris, Chair
Regent Ron Banks, Regent Mindy Barfield, Regent Paul Harnice,
Regent Dalton Jantzen, Regent Roger Reynolds



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

DATE: September 15, 2020
SUBJECT: Discussion of AGB Presidential Evaluation Process
FROM: EVALUATION AND COMPENSATION COMMITTEE
ACTION ITEM: NO

BACKGROUND: *The Gold Book: Bylaws of the Kentucky State University Board of Regents* Article IX Section 9.4 (a) states the Executive and Audit Committee serves as the President's Evaluation and Compensation Committee and shall present recommendations concerning the President's compensation to the full board for a vote. The Association of Governing Boards of Universities and Colleges (AGB) will provide assistance to the Executive Committee/Board of Regents in reviewing and developing a comprehensive presidential contract and performance evaluation instrument. All recommendations concerning the President's evaluation will go to the full board for final approval.

SUMMARY OF PROGRAMS/ACTIVITIES: The Association of Governing Boards of Universities and Colleges (AGB) welcomes the opportunity to work with the Kentucky State University Board of Regents (BOR) on a comprehensive presidential assessment of President M. Christopher Brown II. Many institutions have benefited from the expertise that AGB offers through this consultancy. AGB prides itself on offering an independent third-party view, based upon both national best practice and the Association's own understandings of institutional governance.

AGB's leadership in presidential assessments has been demonstrated in the following ways:

- Decades of expertise in presidential assessment and service to governing boards. AGB advances effective governance by designing best practices, sharing valuable knowledge with members, and providing customized services to help higher education institutions thrive.
- Strong record of publishing and providing leadership counsel to higher education officials which includes numerous articles in *Trusteeship* magazine, three published books on the topic: *Presidential Assessment: A Guide to the Periodic Review of the Performance of Chief Executives* (Nason, 1984); *Presidential and Board Assessment in Higher Education* (Ingram and Weary, 2000), and *Assessing Presidential Effectiveness: A Guide for College and University Boards* (Morrill, 2010).



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

- Customized consulting services to more than 150 college, university, and system boards and presidents each year. In the last five years, we have facilitated comprehensive presidential assessments for 70 colleges and universities in the United States.
- Well-attended workshops at our annual National Conference on Trusteeship covers presidential assessments. Attendees include college and university presidents and board members.
- Consultants and staff have conducted dozens of presidential assessments for colleges, universities, and systems in recent years, provided leadership advisory services to chief executives and board chairs, and facilitated board assessment retreats informed by data from our own board assessment survey.

ALIGNMENT WITH STRATEGIC GOALS:

Goal 3: Increase the University's Financial Strength and Operational Efficiency.

Goal 5: Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

RECOMMENDATION: N/A

ATTACHMENTS: NO



KENTUCKY STATE UNIVERSITY BOARD OF REGENTS

DATE: September 15, 2020
SUBJECT: Approval of Staff Liaison
FROM: EVALUATION AND COMPENSATION COMMITTEE
ACTION ITEM: YES

BACKGROUND: Ms. Clara Ross Stamps serves as the Senior Vice President for Brand Identity and University Relations at Kentucky State University. SVP Stamps oversees and coordinates the university's brand efforts, as well as manage marketing strategies and campaigns that yield a quantifiable and significant return on marketing investments. The Division of Brand Identity and University Relations protects the brand and reputation of Kentucky State University through effective and strategic communications. The Division works to advance the goals of the institution, enhance awareness, and to develop and strengthen collaborative support and partnerships.

SUMMARY OF PROGRAMS/ACTIVITIES: Senior Vice President Stamps will serve as the liaison between the Board of Regents and the AGB Presidential Evaluation Process Consultant to provide an open and ongoing flow of information requested from each party to aid in the completion of the presidential evaluation process.

ALIGNMENT WITH STRATEGIC GOALS:

Goal 3: Increase the University's Financial Strength and Operational Efficiency.

Goal 5: Obtain Maximum Institutional Effectiveness through the Implementation of a Continuous Quality Improvement Process framed within the seven Baldrige Performance Excellence in Education criteria.

PROGRAM IMPLICATIONS: N/A

FISCAL IMPLICATIONS: N/A

RECOMMENDATION: The Kentucky State University Board of Regents approve a staff liaison.

ATTACHMENTS: NO