

**KY COUNCIL ON POSTSECONDARY EDUCATION
EXECUTIVE COMMITTEE**



October 8, 2020 – 9:00 AM

ZOOM teleconferencing for Committee members

Livestream video for public: <https://youtu.be/mrTwBKfMpo8>

I. Call to Order and Roll Call

II. Approval of the Minutes*

III. Comments from the President

IV. Updates and Discussion Items

- A. Follow-up from Moody's Investors Service presentation
- B. November Council meetings
- C. Annual review of CPE President

V. Other Business

VI. Adjournment

Next Committee Meeting: November 5, 2020 @ 9:00 AM ET

DRAFT MINUTES
Council on Postsecondary Education

Type: Executive Committee
Date: August 6, 2020
Time: 9:00 a.m. ET
Location: Virtual Meeting - Committee members by ZOOM, Public viewing hosted on CPE YouTube Page.

CALL TO ORDER

The Executive Committee met Thursday, August 6, 2020, at 9:00 a.m., ET. Pursuant to Executive Order 2020-243 and a memorandum issued by the Finance and Administration Cabinet dated March 16, 2020, and in an effort to prevent the spread of Novel Coronavirus (COVID-19), the Committee met utilizing a video teleconference. Members of the public were invited to view the meeting virtually on the CPE YouTube page. Chair Ben Brandstetter presided.

ATTENDANCE

Members in attendance: Ben Brandstetter, Ron Beal, Kim Halbauer, Kristi Nelson, Robert Staat, and Sherrill Zimmerman.

CPE President Aaron Thompson attended the meeting and served as Secretary of the board, per the CPE Bylaws. Heather Faesy, CPE's senior associate for Board Relations, served as recorder of the meeting minutes.

APPROVAL OF THE MINUTES

The committee approved the minutes of the June 4, 2020 Executive Committee meeting.

UPDATE ON POSTSECONDARY EDUCATION WORKING GROUP ON PERFORMANCE FUNDING

On July 30, 2020, the Postsecondary Education Working Group on Performance Funding reconvened by legislative mandate to determine if the comprehensive funding model is functioning as expected, identify any unintended consequences of the model, and to recommend any adjustments to the model. CPE President Aaron Thompson provided an overview of the topics discussed at the first meeting.

CAMPUS RE-OPENING PLANS

President Thompson provided an update on the public institution's re-opening plans. All institutions, with the exception of Western Kentucky University, planned reopening with in person classes on August 17. Western Kentucky University's reopening date for in person classes was set for August 24. All campuses have extensive safety protocols in place and contingency plans should an outbreak occur. Council members inquired additional information regarding how online learning has advanced over the summer as well as online learning fees assessed by the campuses.

ACADEMIC PROGRAM REVIEW PROJECT

Melissa Bell, CPE's Vice President of Academic Affairs, provided a brief status update on the academic program review project. She discussed the data analysis portion as well as workshops being provided to the institutions for implementation. Work is expected to be complete by December 2020. A full overview will be provided at the August 18, 2020 Academic and Strategic Initiatives Committee meeting.

SEPTEMBER 2020 CPE RETREAT AND BUSINESS MEETING

The Executive Committee discussed the current pandemic situation and travel restrictions still in place. Due to the still evolving situation, the Committee cancelled the in-person retreat and scheduled a two-hour work session instead.

ADJOURNMENT

The Executive Committee adjourned at 9:45 a.m., ET.

MINUTES REVIEWED AND APPROVED BY THE COMMITTEE: _____

warned that forgoing tuition hikes could also create millions in revenue shortfalls.

CPE President Aaron Thompson said higher education is a vital resource as Kentucky works toward economic recovery, and the state must protect affordability and access along with academic quality.


“However, we are facing a confluence of tremendous challenges that will complicate that process,” he said. “Many of our state’s top leaders in government and business have expressed the same concerns, and I look forward to continue working with them over the coming months to address these issues.”

Moody’s had revised its outlook for higher education to stable in December, but lowered expectations to negative in March as the pandemic began to take hold.

Despite the challenges across the nation, Mary Kay Cooney, vice president and senior analyst for higher education and not-for-profits at Moody’s, said the service is not expecting a “massive fallout.” Campus leadership teams have shown resiliency and responded rapidly to the crisis, she said, and some are implementing new debt strategies.

“Overall the higher education sector is becoming much more agile,” Cooney said. “There is more focus on customer needs, and the universities are strengthening their risk management strategies. So some real important takeaways – something for universities to be proud of as they move through this very challenging time period.”

Share this story:

 September 29, 2020 [<http://insight.councilonpostsecondaryeducation.org/moodys-forecast-points-to-falling-revenue-even-with-rising-college-enrollment/>]

 By CPE Communications

TITLE: October and November Council Meetings

DESCRIPTION: Staff will provide the schedule of meetings for October, and discuss options for the November meetings.

PRESENTER: Lee Nimocks, CPE Chief of Staff and Vice President

OCTOBER MEETINGS

Oct 7	9am ET	Executive Committee
Oct 20	10am ET	Academic & Strategic Initiatives Committee
Oct 20	3pm ET	Finance Committee
Oct 26	1pm ET	Committee on Equal Opportunities

NOVEMBER MEETINGS

Nov 2	11am ET	CPE New Member Orientation
Nov 5	9am ET	Executive Committee
*Nov 12 & Nov 13		Council meetings (schedule TBD)

CLOSURE DATES – ALL STATE OFFICES

Nov 3	Election Day
Nov 26	Thanksgiving
Nov 27	Day after Thanksgiving

TITLE: Review and Discussion, 2020 Evaluation of CPE President

DESCRIPTION: The Committee will discuss the upcoming CPE President Evaluation process.

BACKGROUND INFORMATION:

Since 2010 CPE has conducted annual evaluations of its president that have included a comprehensive self-assessment and surveys of internal and external constituents including board members, senior staff, university and KCTCS presidents, state policy leaders, members of the Governor’s administration and key members of the legislature to gather input on the president’s performance, working relationships and accomplishments.

With the appointment of President Thompson in 2018, the Board increased the number of survey questions, and extended the survey to all CPE staff and a broader group of legislators. President Thompson’s evaluation process also included an assessment of progress on key metrics to determine incentive compensation. After his first-year review, which was finalized in March 2020, President Thompson’s contract was extended through June 30, 2023 but his contract was amended to remove incentive compensation.

At the request of members of the Executive Committee, CPE staff surveyed several Kentucky campuses on their processes for president evaluations. A few examples follow:

KCTCS

- Evaluation is conducted annually.
- Typically, only the board members are involved in the evaluation, but they may invite external input on a periodic basis.
- The Board may elect to not complete an annual review but must do so at least every 3 years.
- The evaluation process may be reviewed upon the hire of the new president.

Morehead State University

- Evaluation is conducted annually.
- Board receives a questionnaire and is asked to provide written comments.
- Only board members are involved.

Western Kentucky University

- Evaluation is conducted annually in the fall.
- Only board members are involved.
- President completes self-evaluation first, so board members are able review it prior to completing their evaluation surveys and provide response as appropriate.

University of Kentucky

- Conducts evaluation annually in the fall.
- Constituents included in the evaluation are alumni, donors, outgoing board members, community and government leaders, and three each of UK faculty, staff and students.
- Current board members are invited to participate in a more qualitative survey with open ended questions to allow them to comment.

2019 SURVEY INSTRUMENT

The 2019 Survey included a rating scale (1 - strongly disagree to 5 - strongly agree) with an option to indicate if a question is not applicable or unknown. Each question also included a space for comments. Each constituent group (CPE Board, Legislative Leadership, Governor's Staff and Key Administration Officials, all CPE/GEAR UP staff, Campus Presidents, Other Education and Policy Leaders) was provided questions aligned with their professional relationship with President Thompson.

- 1. The president is effectively communicating the value of postsecondary education through listening tours, interviews, social media, op-eds, speeches and other public forums, and by advancing the Kentucky Higher Education Matters brand.*
- 2. It is evident one of the president's key priorities is to create a more inclusive, supportive and student success-oriented culture in Kentucky postsecondary education.*
- 3. The president has established a productive, collegial working relationship with the CPE board.*

4. *The president has made progress in advancing board priorities.*
5. *The president works effectively with institutional presidents and other campus leaders, maintaining good communication, collegial relations, and a shared commitment to advancing state higher education goals.*
6. *The president is developing an organizational structure and staff to drive CPE's success.*
7. *The president has established a positive, credible professional reputation in the state among policy leaders.*
8. *The president has built effective relationships with the Governor and members of his staff, and members of the General Assembly.*
9. *In the past year, the president has demonstrated the portfolio of skills necessary to effectively lead Kentucky's postsecondary education coordinating board.*
10. *The president is initiating, and leading initiatives and actions aligned with state priorities.*
11. *The president has strengthened employee morale, and has been an effective, motivating leader for the agency.*

The survey concluded with an open-ended question for respondents to provide general comments regarding President Thompson's performance and accomplishments.