

Summary of Evaluation  
For President James R. Ramsey  
November 13, 2003

The Board of Trustees reviewed the performance of President Ramsey for the period January through June 2003 as extraordinary and gave him the highest marks possible. Dr. Ramsey began his 100 Days Agenda with a “full speed ahead” strategy, and has only accelerated his progress since becoming UofL’s 17<sup>th</sup> president. The seven goals that the Board discussed with the President at the beginning of 2003 were completed as follows:

- Cardiovascular Institute. The University and Jewish Hospital Healthcare Services (JHHS) signed an agreement on February 13, 2003 to establish this institute. The President proved that he had the skills to bring together competing entities with different missions to find common ground and to pursue a dream that has the potential for significant benefit to the quality of life for citizens in our community, state, and nation.
- Two Collaborative programs with the University of Kentucky. The President reached out quickly to Lee Todd at UK and established not just two programs, but a whole group of collaborations. Dr. Ramsey worked with the Office of the New Economy to secure \$4 million in funding for the cancer programs at UofL and UK to promote partnership opportunities in cancer research. The President advanced the Center for Transportation Innovation between the two engineering schools. He has emphasized collaboration with Western Kentucky and Murray State Universities through the engineering programs offered jointly with UofL and UK. Dr. Ramsey has encouraged a partnership between UofL’s Pharmacology & Toxicology Department and UK’s School of Pharmacy to commercialize opportunities growing out of drug design research. And, the list goes on. He lives his belief that a team has better success than a single contributor.
- Reorganization of the Administration. Clearly, Dr. Ramsey needs the resources to continue the momentum that he started with his “full speed ahead” strategies. His reorganization recognizes the “one university” and a team of administrators dedicated to supporting the academic mission of becoming a preeminent metropolitan research university. Dr. Ramsey is an outstanding captain who can lead UofL rapidly toward the Board’s established goals.
- Submit implementation plans for Phases V and VI of the Challenge for Excellence. The President grasped the ten-year vision that this board established in 1998 and has developed a plan to get us to our goal by 2008. He is focused and committed to fulfilling the University’s road map to preeminence.
- Capital Projects. In 2003 the University dedicated Minardi Hall, broke ground on the \$41 million Belknap Research Building and the Ralph Wright Natatorium, completed the planning & design phases for a new Health Sciences Research Building, and approved the conceptual statement and location for a new baseball facility.

- Philanthropy and Research. Our philanthropy and research funding reflect the difficult economic trends, and were just shy of our projected targets.
- Third Round of Bucks for Brains Funding. Without a doubt, securing legislative approval for \$120 million in funding for the 3<sup>rd</sup> round of Bucks for Brains was the most difficult accomplishment during the year. The President, working with members of the General Assembly, pushed the research agenda to the forefront of public policy discussion. The result was achieving the full \$120 million for institutional matching. This was a remarkable accomplishment given the economic constraints on the state's revenues.

The Board of Trustees is completely confident that Dr. Ramsey's leadership will position UofL to become the state's preeminent metropolitan research university.

Summary of Evaluation For James R. Ramsey  
September 23, 2004

The Board of Trustees reviewed, on September 14<sup>th</sup>, the performance of President James R. Ramsey for the period 2003-2004. Trustees praised him for outstanding leadership provided to the University and noted many accomplishments that moved the University significantly toward its vision of becoming a nationally preeminent metropolitan research university. Additionally, President Ramsey firmly established a management structure that ensures academic priorities **always** lead decision-making.

The Board acknowledges the President, and the Office of the President team, accomplished all 17 of the 2003-04 goals set by the Board of Trustees last year and most at a high level; examples of the achievements are:

- Attaining seven out of eight possible CPE/EEO employment and student diversity measures—the highest achievement of state university;
- Launching a master planning effort for Shelby Campus, with strong support from neighboring community leaders, that has the potential of transforming this 40 year old underperforming asset into a revenue resource;
- Increasing total annual research grants and contracts to approximately \$101 million, a remarkable 43.9% (goal maximum was 12%);
- Fundraising during a period of fiscal conservatism to secure \$42.7 million in philanthropic support, including a \$5 million gift from Kosair Charities;
- Chairing the Cardiovascular Innovation Institute (CII), hiring the leadership team for the Institute, crafting a funding plan for success, and positioning the CII to break ground on its new research facility;
- Implementing the Vision, Focus, Action plan to improve the educational enterprise and enhance the opportunities for undergraduate students;
- Securing funding for the Cancer Center Growth Plan to position UofL for NCI designation; and others

Other accomplishments worth noting are:

- Providing the resources that attracted a record number of quality students to the University, making this Freshman class the best in UofL's history;
- Hiring permanently Shirley Willihnganz as Executive Vice President and Provost, Mickey Wilhelm as Dean of Speed School of Engineering, and recruiting Charlie Moyer as Dean of College of Business and Public Administration;
- Stabilizing the senior coaching staff and management team in Athletics, resolving budget issues to insure financial equilibrium, producing a record number of student-athletes on the Athletic Director's Honor Roll (3.0 GPA), and preparing for entrance into the Big East (BCS)

The Board recognizes 2003-2004 as the President's best year and as truly exceptional. Also, the Board noted the enthusiastic and generous support of Jane R. Ramsey for the University's initiatives. The Trustees express their deep gratitude for the dedicated service she provides as Dr. Ramsey's partner.

Summary of the Trustees Evaluation of President James R. Ramsey  
July 14, 2005

The Board of Trustees reviewed, on July 14, 2005, the performance of President James R. Ramsey for the period of 2004-05. The Trustees praised him for another outstanding year of leadership and noted his many accomplishments.

The Board acknowledged the President, with his leadership team, achieved 21 of the 22 annual goals the Trustees established for 2004-05. The Board also praised the President and his team for tackling many difficult and challenging strategic initiatives throughout the year and for achieving the excellent results reported. Examples of the achievements are:

- Attaining all eight of the state goals in the Kentucky Plan, the only state institution to achieve such during the past year;
- Launching a new Signature Partnership Initiative that engages the University with corporate, non-profit, and public partners to improve the quality of life for the citizens of our community;
- Raising \$65 million in new private contributions to enhance the University's quest to become a preeminent metropolitan research university;
- Aligning the University for exiting Conference USA as a champion and entering the Big East Conference as a strong competitor;
- Hiring a new Executive Vice President for Health Affairs to lead UofL's Health Sciences Center;
- Implementing a capital construction plan that includes a major addition to the Ekstrom Library, a new state-of-the-art health sciences research building, outstanding new residence halls, a Cardiovascular Innovation research facility, privately-funded new athletic facilities, and other enhancements to the University's campuses;
- Elevating the University's research program to achieve accreditations customary at premier national research institutions; to compete for research funding among top tier research schools; and to continue progress toward our \$200 million long term goal; and
- Serving as a leader in the higher education community to communicate effectively to the General Assembly the strategic importance of higher education to Commonwealth of Kentucky.

The Board recognized 2004-05 as an exceptional year for President Ramsey. The Trustees also noted with enthusiasm the dedicated support of Jane Ramsey in carrying out the University's initiatives. Her leadership of the Beautification Committee has sparked numerous compliments from students, alumni, neighbors, and many others about the transformation of the Belknap Campus.

Summary of the Trustees Evaluation of President James R. Ramsey  
June 6, 2006

The Board of Trustees reviewed, on June 6, 2006, the performance of President James R. Ramsey for the period of 2005-06. The Trustees praised him for an outstanding year of leadership and noted his early accomplishment of the initiatives in the University's strategic business plan—the Challenge for Excellence.

The Board acknowledged the President, with his leadership team, had a remarkable year, achieving all 22 of the annual goals the Trustees established for 2005-06. The Board also praised the President and his team for tackling many difficult and challenging issues throughout the year and for their excellent results. Examples of the achievements are:

- For the second straight year, attaining all eight of the state diversity goals in the Kentucky Plan;
- Implementing a new Signature Partnership Initiative that engages 351 University faculty, students, and staff in JCPS' Every1 Reads program, and “adopting” nearby Semple elementary school to improve the school's performance;
- Enhancing faculty salaries, a 2008 goal in the Challenge for Excellence, to 100% of disciplinary benchmarks in 2006-07—a full year earlier than the target;
- Creating a significant and impressive presence in “Glass” art in our community and laying the foundation for UofL's Glass/MFA program to be the centerpiece of Museum Plaza;
- Working with Tom Jurich to insure the University's interests are protected in the community effort to establish a Louisville arena with UofL as its primary tenant and with the community to support economic development;
- Solving the clinical issues in critical units, e.g., Urology, OB/GYN, Surgery, and other programs in the School of Medicine;
- And most importantly, with the Provost's leadership, increasing retention rates for ALL cohorts of students: Freshmen to Sophomore, Sophomore to Junior, and Junior to Senior.

The Board recognized 2005-06 as an extraordinary year for President Ramsey. The Trustees also noted with enthusiasm the dedicated support of Jane Ramsey in carrying out the University's initiatives. Her leadership of the Beautification Committee has created a more welcoming and spirited community for students, alumni, neighbors, and all of our university family.

Summary of the Trustees Evaluation of  
President James R. Ramsey  
July 12, 2007

The Board of Trustees evaluated President Jim Ramsey earlier today, and all the board praised Dr. Ramsey and his leadership team for their outstanding performance in 2006-07. Dr. Ramsey and his team achieved 21 of the 23 goals the Board established for 2006-07 and projected that the philanthropy goal would be met by the end of July.

The Board acknowledged the President has addressed head on some of the most difficult issues affecting the future of the University of Louisville, and his accomplishments have the potential to advance the University's preeminence goal more quickly than at any time in the past. The following is a sampling of the University's 2006-07 achievements with the leadership of Dr. Ramsey:

- Diversity: For the third straight year, UofL has met 8 out of 8 state diversity goals established by the CPE in its Kentucky Plan – the only university in the state to do so.
- Retention and Graduation: The University had a record graduation rate of 41%-a remarkable jump of 9 percentage points since the Challenge for Excellence began.
- Faculty Excellence. Faculty salaries have increased 25% in the past five years, allowing the University to compete successfully for the very best scholars in the nation.
- Signature Partnership Initiative. The Initiative secured partnerships of more than \$1 million to advance the directions launched with this program last year.
- Challenge for Excellence. The University celebrated the conclusion of our 10-year business plan nearly two years early; although our Brown Cancer Center has not yet achieved NCI distinction, it has increased its extramural funding in six years from \$250,000 to \$44.2 million and NCI designation is imminent.
- Athletics. UofL Cardinal Football played in its first-ever BCS championship when it went to the Orange Bowl, and the Cards won; the Baseball Team went to the College World Series, a first in the University's history; teams from more than ½ of UofL sports competed in NCAA championships; and Tom Jurich was named the 2007 AD of the year.
- Grawemeyer Awards. World Famous Carnegie Hall hosted the University of Louisville orchestra and wind ensemble for the first time, along with the presentation of the Grawemeyer Award in Music Composition;
- Healthcare. The Boards of Directors of University Hospital and the Louisville Medical Center Development Corporation have matured into solely UofL management; the Health Sciences programs are at the threshold of even greater potential than any time in the past.
- Student Profile. This enrolling Freshman Class is another record in quality and representation throughout the state; 28% of entering Freshmen have ACT scores of 27 or higher and 58% of the class is from outside Jefferson County.

And there are many more accomplishments that made the Board very proud to have Jim Ramsey at the helm of the University.

The Board recognized 2006-07 as an exceptional year for President Ramsey. The Trustees also noted with enthusiasm the dedicated support of Jane Ramsey in carrying out the University's initiatives. Her leadership of the Beautification Committee has continued to reap numerous compliments from students, alumni, neighbors, and many others about the transformation of the Belknap Campus and Stansbury Park.

Summary of the Trustees Evaluation of  
President James R. Ramsey  
July 9, 2008

The Board of Trustees evaluated President Jim Ramsey yesterday, and all the board praised Dr. Ramsey and his leadership team for their outstanding performance in 2007-08. Dr. Ramsey and his team achieved 27 of the 28 goals the Board established for 2007-08. The pending goal will be announced after the review of the reporting methodology is completed.

The Board acknowledged the President again addressed forcefully some of the most difficult issues affecting the future of the University of Louisville, and his achievements are moving the University full speed toward preeminence. I urge you to read the full report that the President submitted on the progress of the Board's goals. The performance has been extraordinary. Here are noted examples of the University's accomplishments under the leadership of Dr. Ramsey.

- The University continues to recruit its best ever Freshman class, and its graduation rate reached 44%--a major milepost for our pursuit of a Phi Beta Kappa chapter.
- Our annual philanthropy was a record, exceeding \$85M. Building upon this achievement is fundamental to the launch of our next capital campaign.
- Working with broad university representation, we have charted a new Strategic Plan that will guide the University's direction through 2020. The goals for 2008-09 reflect The 2020 Plan: Making it Happen and lay an excellent foundation for the next twelve years.
- The role of Cardinal Athletics is more central to this community than at any time in the past. Construction for a new arena has begun and planning for expansion of our football stadium reflects the success we have had in athletics. More than half of our 23 sports teams represented the University in post-season tournament play.
- For more than 40 years Shelby Campus has waited to fulfill a mission. A road has begun to take shape on the property; later this summer, an RFP will bring the first new building to the campus; and at last Shelby Campus will become a revenue-producing asset that can help the University achieve its critical mission.
- The Boards of Directors of University Hospital and the Louisville Medical Center Development Corporation are managed by the University of Louisville; both are crucial to the University's mission in economic development; a new 17-member Community Hospital board has been installed at University Hospital; and its new Strategic Plan is taking shape.
- With the Board of Overseers help, the Law School and the College of Education and Human Development have guidance from the community about the future direction of their programs.
- A Sustainability Initiative shapes the University's energy conservation and recycling.
- The new Faculty Office Building brings our practicing faculty-physicians under one roof to offer leading-edge healthcare to the community.
- The establishment of the Regional Biosafety Laboratory is on track to open in early 2009.
- Recently-appointed deans at the Health Sciences Center, Dr. Sauk in Dentistry and Dr. Hern in Nursing have created new excitement in their disciplines statewide.

There are many more accomplishments that made the Board very proud to have Jim Ramsey at the helm of the University. Again, I urge you to read his complete report on the 28 goals we assigned to him last year. It was a remarkable year.

The Trustees also noted with enthusiasm the dedicated support of Jane Ramsey in carrying out the University's initiatives. Her leadership of the Beautification Task Force has

continued to reap praise from students, alumni, neighbors, and many others about the transformation of the Belknap Campus.



Summary of the Trustees Evaluation of  
President James R. Ramsey  
July 29, 2009

The Board of Trustees evaluated President Jim Ramsey on July 29, 2009, and all the board members praised Dr. Ramsey and his leadership team for their outstanding performance in 2008-09. Dr. Ramsey and his team achieved 30 of the 35 goals the Board established.

The Trustees acknowledged the President addressed forcefully many difficult issues during an extremely challenging time. The full report the President submitted on the progress of the Board's goals is a summary of a remarkable year of successes. Here are noted examples:

- The University continues to recruit its best ever Freshman class, its graduation rate reached 46%--a major milestone for our pursuit of Phi Beta Kappa, and baccalaureate degree production reached 2,452, approximately 75% of the 2020 goal.
- The University's annual philanthropy was a record, exceeding \$96M.
- Significant metrics were achieved toward the goals for The 2020 Plan, which further defined the foundation for excellence at the University.
- 2010 remains the opening date for the new arena and the expanded football stadium. Nineteen of our 23 sports teams represented the University in post-season tournament play with Women's Basketball ranked number 2 in the nation. Our student-athletes achieved the highest participation on the Athletic Director's Honor Role, requiring a GPA of 3.0 or higher.
- For 4 decades, Shelby Campus has remained an underperforming asset. A roadway was opened with two entrances off Hurstbourne Lane and a new intersection at Whittington Parkway and Shelbyville Road. RFQ's elicited more than 20 proposals for development of the Shelby Campus and the Haymarket. Two outstanding developers have proposed to joint venture with the University of Louisville Foundation on the ShelbyHurst project with terms that generate revenue for the University.
- The Boards of Directors of University Hospital and the Louisville Medical Center Development Corporation have focused on the future needs of the University; the Office of Technology Transfer, Metacyte, and Nucleus are collaborating to create a seamless continuum of support for the faculty.
- The President developed Seven Strategies to guide the University's leadership toward increasing revenues, constraining expenses, managing assets effectively, reducing costs and using resources efficiently.
- Dr. Ramsey and his team installed stable leadership in three key academic and administrative units in the University—Education, Graduate Studies, and Human Resources.
- The Office of the President aligned clinical services with clinical programs to enhance the University Hospital's strategic direction.
- He also employed the required professional staff to open the Center for Predictive Medicine in September, as well as to open the Center for Translational

Research Building in the fall, 2009.

There are many more accomplishments the Board reviewed with Dr. Ramsey, and these will be posted on the Board's website following this meeting. The Trustees expressed pride and confidence in having Jim Ramsey at the helm of the University. It was another remarkable year for his team.

Summary of the Trustees Evaluation of  
President James R. Ramsey  
July 9, 2010

The Board of Trustees evaluated President Jim Ramsey on Thursday, July 8, 2010 during the Trustees Retreat held at Fort Knox. Board members praised Dr. Ramsey and his leadership team for their outstanding performance by achieving, within the context of the University's tenth budget cut over a decade, 34 of the 35 ambitious goals the Board established for 2009-10. Because these goals represent a subset of the extraordinary work of the Office of the President, Trustee Wood asked that Dr. Ramsey consider sharing with the Board in future years the challenges addressed beyond the assigned goals.

Acknowledging the President again dealt with some of the most difficult issues affecting the future of the University of Louisville, Board members cited his leadership during a challenging legislative session, a Belknap Campus under water just three weeks before fall classes, and a rebuilding of the neurosurgery residency program as examples of the ingenuity and tenacious grit he brings to the presidency. Undaunted by hardship, his tenure has moved UofL full speed ahead to preeminence as Kentucky's metropolitan research university. The accomplishment of the Board's goals depicts a university that transforms adversity into opportunity, and creates excellence along the way using Jim Ramsey's compass. The integrity of President Ramsey defines his leadership and sets him apart from all other leaders.

The Board unanimously agreed Dr. Ramsey earned a bonus of 25% of his total salary but respected the President's request to forgo the bonus because the financial condition of the state and the University constrained the ability to compensate appropriately any faculty or staff. It was also noted the President has earned for the past three years, including the current year, his bonus as provided for in his contract, but the worsening economy each year has prohibited the possibility of awarding additional compensation.

The Trustees also noted with enthusiasm the dedicated support of Jane Ramsey in carrying out the University's initiatives. Her leadership of the Beautification Task Force has continued to reap praise from students, alumni, neighbors, and many others about her work.

## Evaluation of President James R. Ramsey

June 28, 2012

Today, the University of Louisville Board of Trustees carried out its annual evaluation of James R. Ramsey as President, and it was most impressed with the quantity and caliber of accomplishments during the past year. Because the University has experienced thirteen budget cuts in a dozen years, the net appropriation from the state for FY2013 will be lower than any one of the following: research revenue, UofL Foundation funding, clinical revenue, and tuition and fees. The economic challenges facing the University are greater than ever, yet the President continues to move the institution forward and seems to “walk on water.” The following are some of the records achieved this past year:

- 50.8% Graduation rate
- 2,681 Baccalaureate degrees awarded
- 188 Doctoral degrees conferred
- Most collaborations in Signature Partnership Initiative’s five years

Additionally, the President’s strategy to convert underperforming assets into revenue for the University produced 600 North, a creative partnership with NTS, and attracted outstanding corporate tenants. The success of the partnership with NTS led to the development of two additional buildings, 700 North and 500 North. Cardinal Station produced positive revenue of nearly \$1M and the University launched an applied sciences and engineering research park on Belknap Campus. The TIF at the HSC/Nucleus Research Park was activated and will generate \$1.3M in its first year. The TIF for the Belknap Research Park, the largest in the state’s history, was approved today.

UofL signed MOUs with the US Army at Ft. Knox and the Kentucky National Guard to build collaborations in energy sustainability, traumatic brain injury and post-traumatic stress disorder research, and educational opportunities for the soldiers’ children. During this first year, these MOUs produced 25 initiatives with Ft. Knox.

Initiatives to improve the experience for students, faculty, and staff next year, for example, are:

- a new student engagement transcript
- an “out-in-four” program for enrolled students
- a new Student Recreational Center started (to be completed in 2013)
- faculty salary equity study ready for implementation
- staff evaluation system revised
- faculty and staff grievance procedures updated
- organization between the EVP HA and the Dean of Medicine separated
- single clinical practice organization established in ULP
- critical departmental leadership recruited for the HSC
- research infrastructure for commercialization and innovation established
- software installed to provide convenience for applicants seeking funding
- compliance procedures implemented to strengthen financial controls

These initiatives are a sampling of the ideas the President and his team have implemented this year. For a complete review, please visit the Board's website at [www.louisville.edu/boards](http://www.louisville.edu/boards).

It has again been a year of challenges during some of the most adverse times of the past century. The Board of Trustees recognizes that Dr. James Ramsey is the most capable leader at the University's helm, and acknowledges the compilation of the initiatives achieved this year is truly remarkable. His leadership assures the Board that achieving top tier status as a premier metropolitan research university is achievable during his tenure.

The Board also praises the leadership of Jane Ramsey who led her beautification committee to transform the campus with spectacular entrances and welcoming signage to create a neighborhood that connects with the surrounding areas. The Board applauds Mrs. Ramsey for her vision and concern for a "home away from home" for our students. Her enthusiasm as the Cardinals #1 fan is contagious and we deeply appreciate her support for the University's twenty-three sports. The Board thanks the Ramsey family for all that they do for UofL. It has made a huge impact on the lives of our students, faculty, and staff.

Summary of the Trustees Evaluation of  
President James R. Ramsey  
July 12, 2013

The Board of Trustees evaluated President Jim Ramsey on Thursday, July 11, 2013 during the Trustees Retreat held at Nucleus on Market Street in Louisville. Board members praised Dr. Ramsey and his leadership team for their outstanding performance by achieving all but one of the ambitious goals the Board established in 2012-13. For a complete listing of the goals and objectives achieved, please visit the University's website at [www.louisville.edu/president](http://www.louisville.edu/president).

Acknowledging the President dealt with some of the most difficult issues affecting the future of the University of Louisville, Board members cited his leadership for achieving the following:

- 50.8% graduation rate
- 8 for 8 CPE diversity goals
- 82% of the billion dollar capital campaign
- Integration of the three TIFs for research
- Admission to the Atlantic Coast Conference
- Stabilization of University Hospital through a joint venture with Kentucky One Health
- Launching an Initiative to reshape the University for the 21<sup>st</sup> century
- Implementing a Voluntary Separation Incentive Program
- Securing revenue streams to make the University less sensitive to economic fluctuation
- Employing a new Associate Vice President for Commercialization and Innovation to amalgamate public and private support for research

The Board recommended Dr. Ramsey earn a bonus of 25% of his total 2012-13 salary and receive a 4% merit salary increase, which is equivalent to the average salary increase for faculty and staff.

The Board recognized the President has addressed forcefully some of the most difficult issues affecting the future of the University of Louisville, and his achievements continue to move the University full speed toward preeminence. The Board greatly appreciates having Jim Ramsey at the helm of the University of Louisville and notes it was a remarkable year for the President and his leadership team.

The Trustees also noted with enthusiasm the dedicated support of Jane Ramsey in carrying out the University's initiatives. Her enthusiasm as the University's #1 Cardinal fan was contagious throughout the tournament seasons, and her vision for beautifying the University's campus continues to reap praise from students, alumni, neighbors, and many others. The Board thanks the Ramsey family for all they do for UofL.

Evaluation of James R. Ramsey as  
President of the University of Louisville  
7/10/14

The Board of Trustees conducted its annual evaluation of President James R. Ramsey at a special meeting on July 10, 2014. Board members were complimentary of Dr. Ramsey's performance and noted his team's accomplishment of all but two of the 28 FY14 shared and individual goals for the Office of the President. The Board confirmed its support for the recommendations of the Trustees Compensation Committee, as presented by Chair Brucie Moore, and approved for Dr. Ramsey a 2% merit salary increase for 2014-15. Additionally, the Board supported the Compensation Committee's determination that Dr. Ramsey has met the criteria for earning a bonus, and, directed Chairman Hughes to share this information with the UofL Foundation, along with the Trustees recommendation that Dr. Ramsey receive as his bonus 25% of his 2013-14 total salary for last year's performance. The Board noted the generosity of Dr. Ramsey for waiving past bonus compensation and recognized the possibility of the President forgoing his merit increase this year.

The Board suggested a benchmarking study of the President's salary would be appropriate since the last study compared Dr. Ramsey's compensation to presidential salaries in the Big East Conference. That study was completed in December 2011 and ranked UofL presidential compensation at the 60<sup>th</sup> percentile. Because the University has increased its academic as well as athletic profile over the past three years under Dr. Ramsey's leadership, the Board asked to benchmark compensation for the President and his senior management team using generally comparable regional research, urban, and ACC universities.

Further, the Board praised the President for his transparency and continued willingness to make changes at the University. The current planning process for the University of the 21<sup>st</sup> century will transform UofL in coming years and many of the existing goals and objectives may need revision.

The Trustees praised Jane Ramsey for her dedication and support of UofL. She continues to embrace the Cardinal Family as her own.

Evaluation of James R. Ramsey as  
President of the University of Louisville  
7/17/15

The Board of Trustees received a report from Dr. Ramsey regarding his performance and that of his team related to university-wide goals established by the Board of Trustees in 2014. The graduation rate continued to increase to reach 53.6%, a remarkable achievement considering the rate was roughly 30% when Dr. Ramsey joined the University as its leader. Other accomplishments include the annual baccalaureate degree production increased 2,821; Ph.D. degrees awarded were 174; Master's Degrees produced were 1,352; research expenditures increased to \$179.3M; clinical trial revenue exceeded \$8M; and other data are presented at the University website at [www.louisville.edu](http://www.louisville.edu).

Dr. Ramsey and his team continue to move the University toward the Commonwealth's mandate of preeminence as a metropolitan research university that is nationally recognized for excellence, and the Board complimented his enthusiastic performance. Regarding the 21st Century University Planning, working with the faculty, students, staff, deans, and his management team, Dr. Ramsey identified three major areas of research, investment, and growth: restorative medicine, advanced manufacturing and sustainability, and cancer. Other areas would be announced in the coming academic year.

The University continued its aggressive outreach throughout Jefferson County and the State of Kentucky. Engagement initiatives have aligned the community with the University in the areas of health, education, public health, and many other disciplines with specific site installations in West Louisville.

The President met 20 of 23 goals and the Board recognized his stellar performance by recommending to the UofL Foundation that Dr. Ramsey receive 25% of his FY 15 salary as a bonus. Additionally, the Board of Trustees awarded a 3% merit increase for the President and expressed deep appreciation on his commitment to the University and the leadership he provides to continue the amazing trajectory of the institution. The Board will recommend a 3% merit increase to the UofL Foundation with its strong support for the outstanding work of President Ramsey.

Lastly, the Board expressed its appreciation for Mrs. Ramsey and her strong commitment to the students at the University of Louisville, and to the beautification of the Belknap Campus.

Board Action:

Passed:   X  

Did not Pass:       

Other:           

Date:           

  
Assistant Secretary