



2024 University of Louisville Presidential Evaluation

Project Title: **2024 University of Louisville Presidential Evaluation**

Survey Audience: **13**

Responses Received: **12**

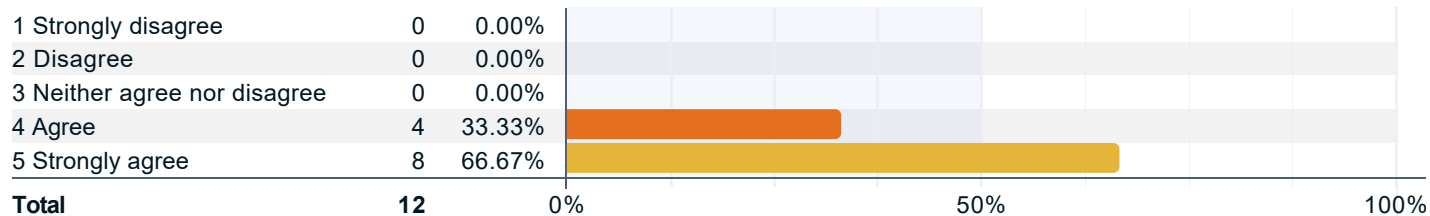
Response Ratio: **92.31%**

Prepared by: **IE SURVEY**

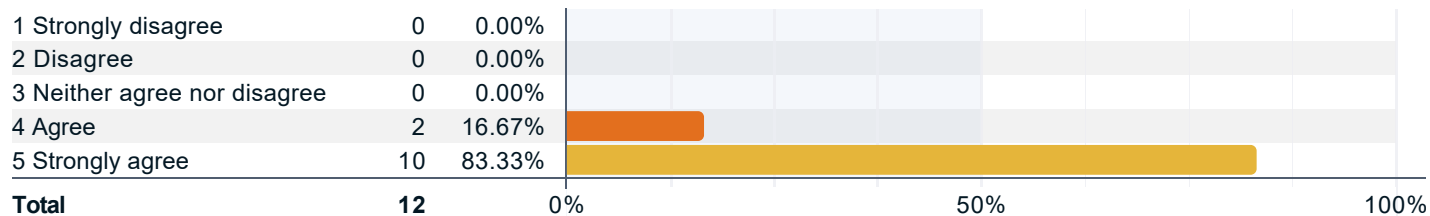
Creation Date: **Monday, July 15, 2024**

Dr. Schatzel:

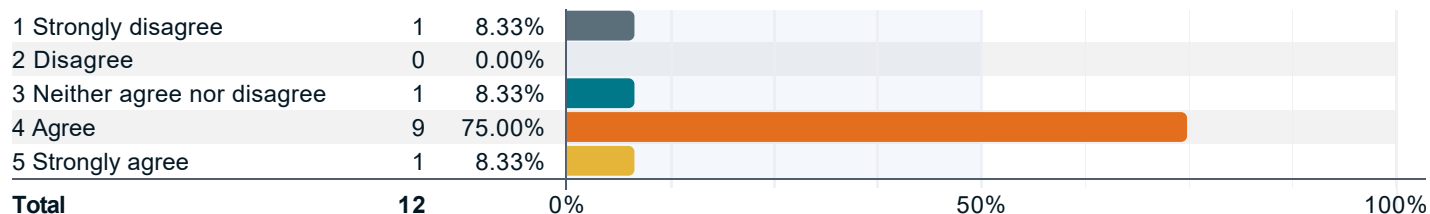
1. Acts with integrity



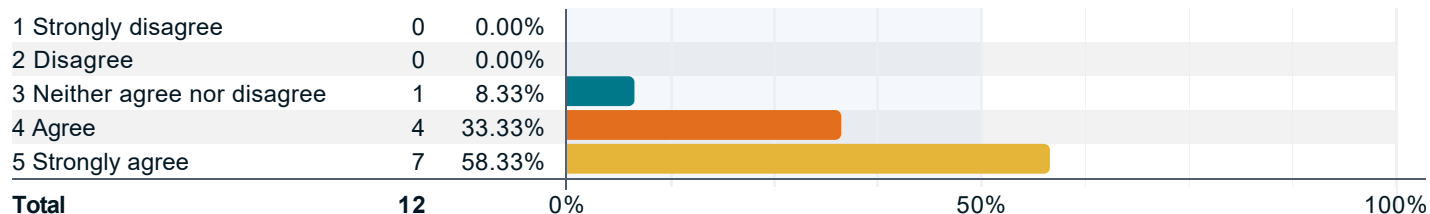
2. Acts decisively



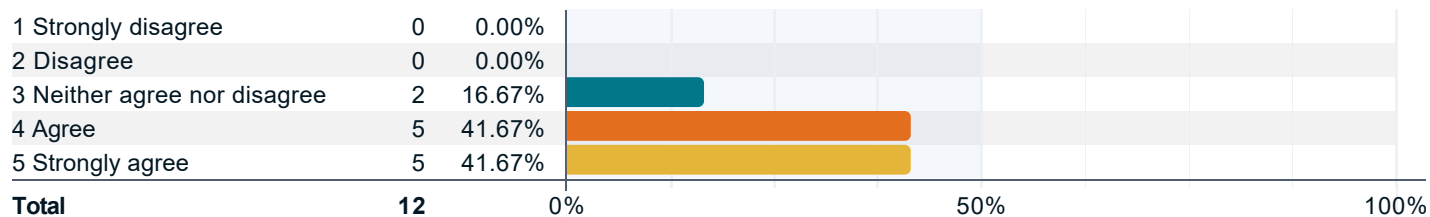
3. Communicates the university's vision effectively



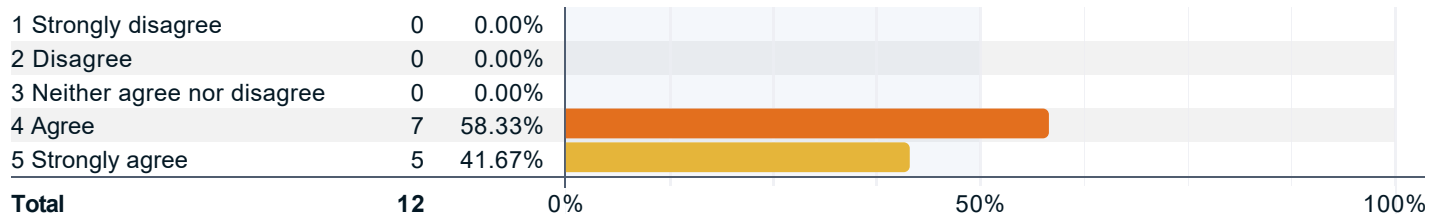
4. Successfully manages the resources of the university



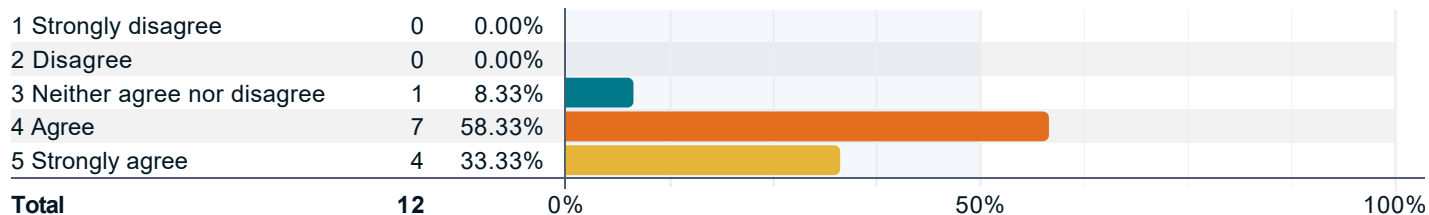
5. Is open and transparent



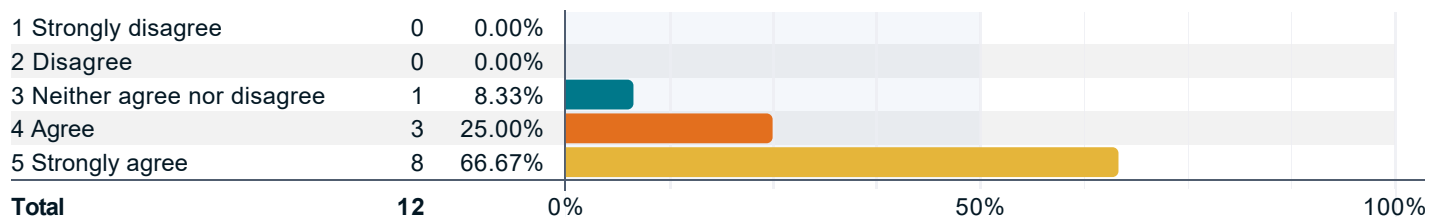
6. Is committed to diversity, equity, and inclusion



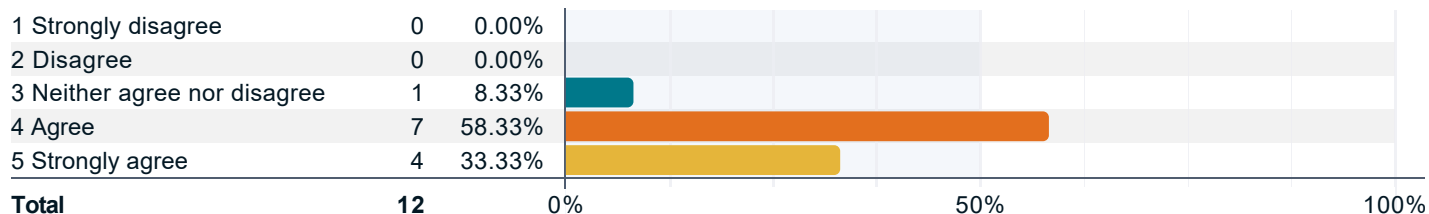
7. Is committed to shared governance



8. Is committed to the Cardinal Principles

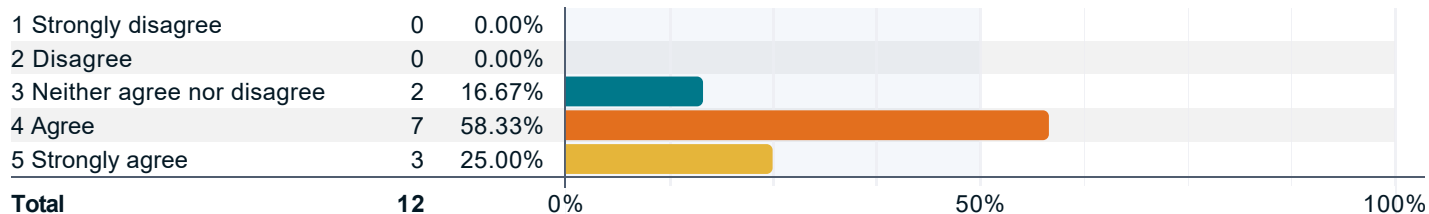


9. Has built a competent senior leadership team



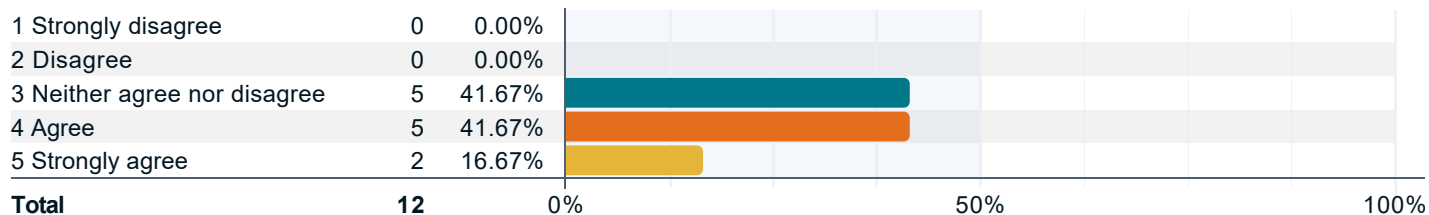
Dr. Schatzel: (continued)

10. Has successfully managed the strategic planning process

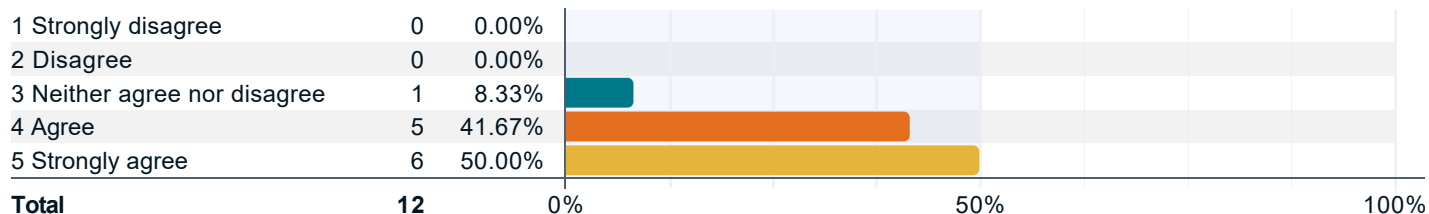


Over the 2023-24 fiscal year, Dr. Schatzel has built strong relationships with:

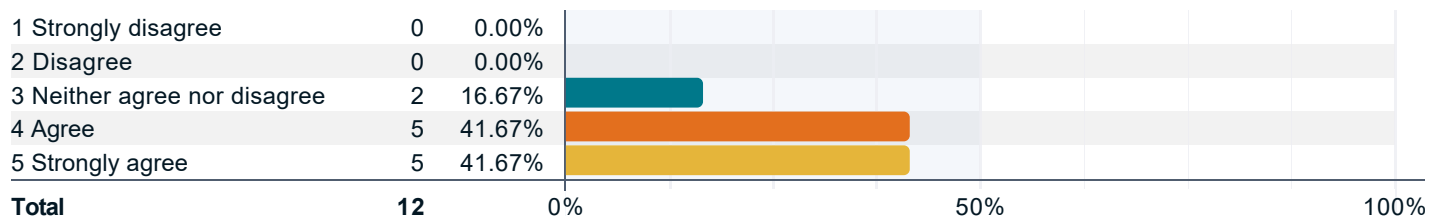
1. Alumni



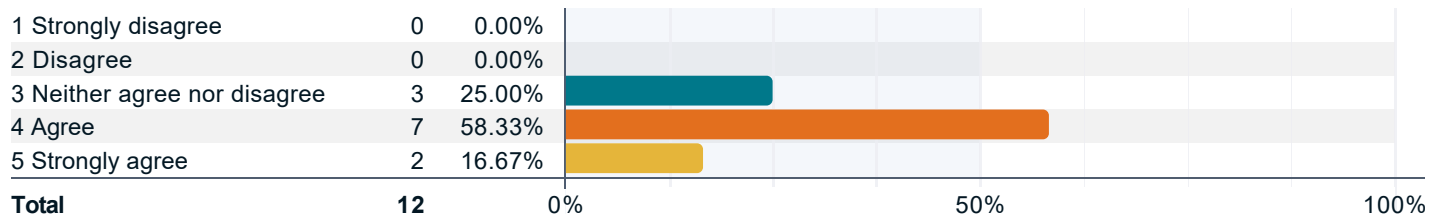
2. Community leaders



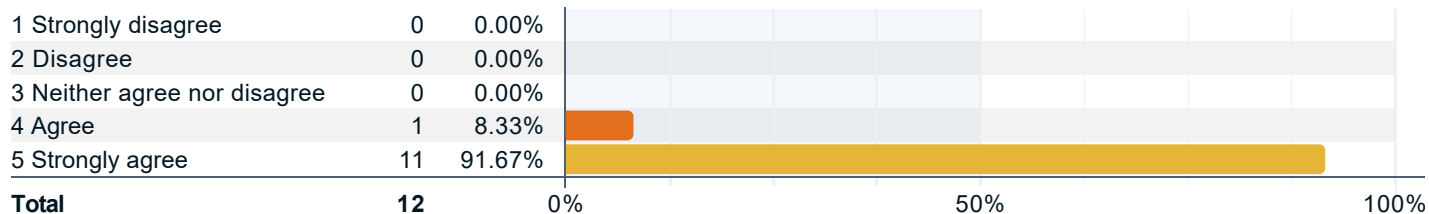
3. Business leaders



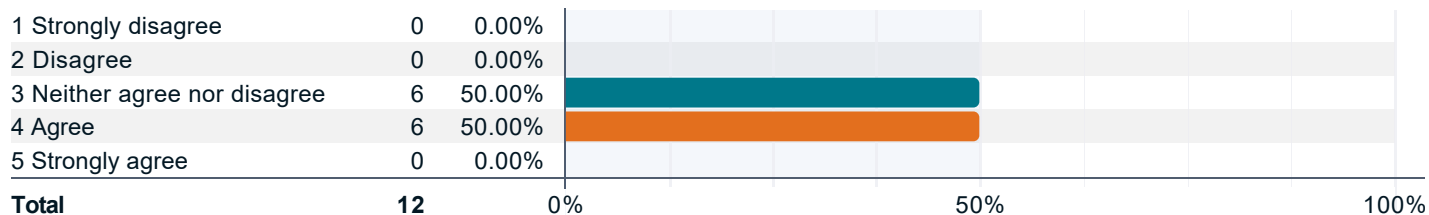
4. Donors



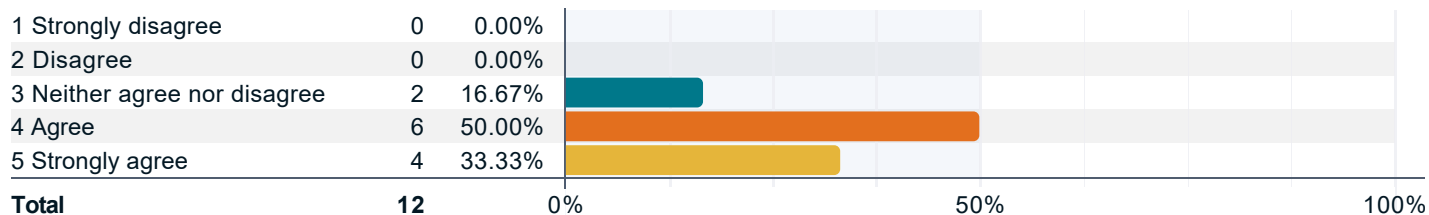
5. Government leaders



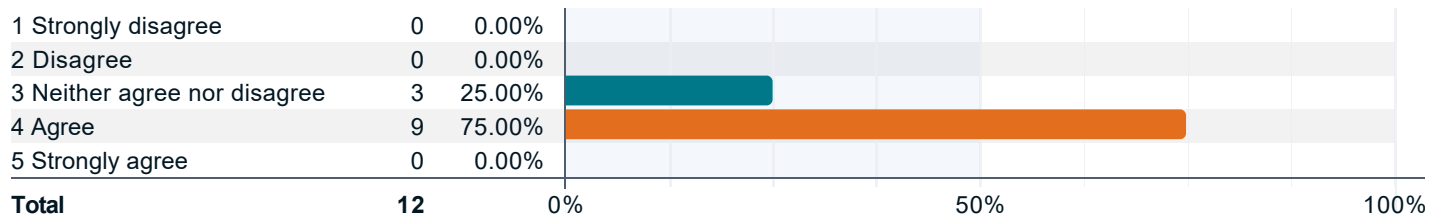
6. Media



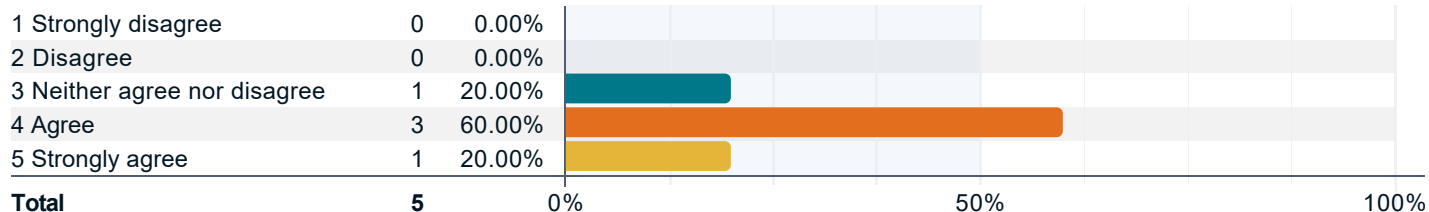
7. Trustees



8. Faculty, staff, students

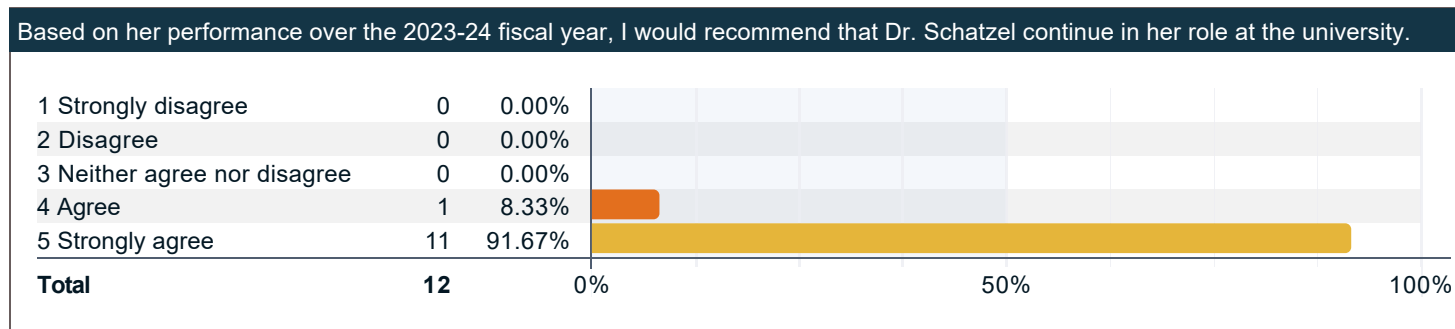


9. Other



Over the 2023-24 fiscal year, Dr. Schatzel has built strong relationships with: (continued)

Based on her performance over the 2023-24 fiscal year, I would recommend that Dr. Schatzel continue in her role at the university.



Please comment on your response to the previous question.

Comments
I have enormous confidence that Dr. Schatzel is going to lead UofL to heights most haven't dreamed possible. Not going to make everybody comfortable but I have a high degree of confidence the results will be there! Her relationship with UofL Health is better than her predecessors which is critical to the community. She is well versed and well respected by the athletic department and the ACC
She has both a business and academic background, the best of both worlds.
We made an important and somewhat risky hire with this presidency especially after the departure of Neeli and the interim position of Lori. I believe that the hire was timely and appropriate for what the university needed. Dr. Schatzel has performed very well and "taken the bull by the horns" on several issues. She does not lack courage and tenacity as well as the ability to communicate a vision.
I think Kim is just getting started. I look forward to working with her to continue to develop alumni and community engagement.
President Schatzel has shown leadership and vision in reorganizing the administrative structure of UL. She has the ability to identify and tackle the areas of inefficiency and redundancy so the university will be more agile and responsive to the needs of students, faculty and staff. She was extremely successful at lobbying legislators to grant UL millions of dollars and should be commended for her efforts. Her commitment to student success and DEI is evident in programmatic changes for students and the hirings she has made. I believe Dr. Schatzel is poised to position UL for continued success and growth in the years to come.
The President has brought a mature, steady hand to UI. Decisive leadership and experience have been leveraged to UL's success despite lots of challenges in UL Healthcare, CFO health, and managing an environment of much needed Dean hiring.
I think Dr. Schatzel has made an excellent start to the work that was laid before her. I think there is still more to do, and the continuity of her continuing in that role will help with the stability that our organization has desperately needed.
President Schatzel has performed very well overall, and there are no concerns that come close to consideration of a change at the top.
Kim is doing an effective job as president and there is no reason for change.
Dr. Schatzel has in the short time that she has been at UofL established a strong leadership presence on the campus and community. She has laid out a very strong vision for UofL and I believe if she is properly supported, she will continue the growth of the University. Her focus areas, to me, have been the right ones for a new President. As she continues to build "her team" around her, I believe they will execute upon her vision for the university. I have great confidence in her leadership abilities. She has a "take charge style" which is needed at the university.

Please share any additional comments regarding the performance of the president during the 2023-24 fiscal year.

Comments
While we were very clear about the University's challenges during the recruiting process a lot of unanticipated challenges were thrown at her. She is unflappable in accepting, getting there right resources in place and moving forward with confidence. She has proven that she can lead in difficult times.
Scheduling of her time with outside constituents could be improved. Although I am not sure of the process, I have had some people in the community voice concerns about lack of responsiveness to emails, calls etc. This can never be totally perfect but we should strive for excellent communication with the outside.
Dr. Schatzel needs to ensure that the communication with her executive team is healthy and robust which means that it goes both ways. The team needs to feel comfortable having difficult conversations with her and vice versa. It is difficult for us at the BOT level to determine if this is ongoing or not. I have no evidence that this is not occurring but her strong approach could inhibit it with some people who are not accustomed to it or who lack some confidence in their own abilities.
None
Kim Schatzel is the right person at the right time to lead UL. Student success is front and center and new efforts to attract and retain students seem to be working. I would like to know what her vision for the university is and how she plans to achieve it. With the executive team nearly in place, constructive and innovative change could be coming soon. The relationship between the president's office and the Athletic Department seems to be mutually beneficial with support being reciprocal .
UL is in great shape financially, student retention, enrollment, and brand build.
President Schatzel came to the University as a tough time. We were on the front end of a very unpopular compensation study that arrived shortly after she assumed her role. She has remained committed to trying to improve that and worked collaboratively with constituent groups to address concerns. She tries to empower her leaders, and we are hoping the new VPHR will help with a lot of needed process improvements in that area, which should improve employee morale and strengthen how the president and her leadership team is perceived by staff.
Fully communicating with the board is necessary for an effective working relationship. Sharing "all" with the board is required to be successful. Giving bits and pieces of a situation to board members will not lead to a good working relationship.
I think Dr. Schatzel had done a wonderful job in her first year as President. I have known her to be a decisive, effective communicator and leader and appreciate the perspective she brings to her roll.

Are there goals that you would like to see included in Dr. Schatzel's goals for the 2024-25 fiscal year? If so, what?

Comments
Biggest opportunity I see is to plus out the public relations / marketing. there is so much good happening at UofL that I do not believe a lot of the community has a full appreciation for what an asset the university is to the community Also need to get Advancement set up for success....been a weak organization for too long and must be strong before embarking on a capital campaign
Improvement in our Advancement department with regular reporting to the BOT More transparency and joint collaboration with Athletics Joint strategic plan for ULH and UL Process for ensuring that the executive team has a healthy relationship with the President and allow for open communication in both directions.
I would like to see her grow as the ‘chief’ fund raiser for our university, we have been to quiet for to long.
1) Focus on student success and retention. 2) Create collaborative environment at all levels and across disciplines 3) Increase community engagement 4) Prioritize research and innovation 5) Continue strengthening financial stability
Continued refinement of senior leadership in Chief Fundraising and key additional hires (Business School) plus much needed time with a revamped group of leaders in HR, medical school, Education, A&S, etc.
We are hoping to see her continue to put employee compensation high in her priorities as it will remain essential for retaining good employees, an area we have struggled in the past several years. Also, we hope to see a continued commitment to shared governance, and ensuring that we have solid representation from student, faculty and staff in key areas, so that she can make great decision with solid feedback from her stakeholders.
inclusion of Board of Trustees earlier in the budget process
Continue to build relationships with the student population. Continue the focus on bridging the university resources on supporting the metro community and corporate needs. Continue the focus on DEI&B and be BOLD about it. Let's lead in this effort to ensure that no student is left behind.