



Southern Illinois University System  
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**ANNUAL EVALUATION LETTER**

*This letter shall serve as the basis of the annual performance review for administrative/professional staff within the SIU System who are direct reports to the president as well as for the campus chancellors.*

**John M. Dunn**

**Chancellor**

**Primary Location:** Carbondale

**Date:** November 13, 2019

On Sept 5, 2019, Chancellor Dunn and I met at Stone Center to discuss his activities over the previous eight months while serving as interim chancellor. While this was intended to be a performance review, it was also a discussion of the issues we both recognize in our efforts to move the university forward following a time of upheaval and ongoing stress to higher education. The areas discussed included:

1. Stability of SIUC.

I feel that John's presence on campus has been, in and of itself, a stabilizing force. He not only knows and cares about the university and the surrounding communities but they know him and respect his decisions. It is also my impression that SIUC has many interim appointments in administrative roles, contributing to a sense of instability. Using the prescribed processes for hires at various levels, I urged John to initiate searches or promotions for permanent positions and he has undertaken this effort.

2. Sustainability

National trend data would indicate that enrollment is likely to continue to decline for the next several years. While the FY 20 budget would indicate legislative reinvestment in higher education, enrollment is a problem that will require constant attention. John's focus on retention and GPA of entering students is one that is likely to maximize enrollment but we agreed that outreach and ease of transfer are also needed. It is my view that SIUC's legacy of service to the region is a strength and we need to continue to demonstrate value to prospective students and their families.

3. The legislative view

I believe legislators will be looking for efficiencies in higher education and will also seek ways to equitably distribute funds from a challenged state budget. In doing so they will look to universities to be good, efficient stewards of state dollars and I suspect they will take a fairly simplistic view regarding fund allocation. The simple solution is to base funding purely on headcount, which will put SIUC at a disadvantage with its significant graduate and professional degree programs. Toward this end, I believe Dr. Dunn has been wise in his approach to support the reorganization effort initiated by Dr. Montemagno and spearheaded by the Provost, Dr. Kommaraju. The reorganization is proceeding adequately given that it represents a very significant departure from the status quo.

Office of the President

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4. The budget

It is my understanding that a 3% reduction plan is being implemented, debt is being restructured and requests for new hires have been based on a rational plan driven by enrollment rather than by history. Athletics has a significant impact on the budget and this is being addressed by both Judy Marshall and the Athletic Director. Dr Dunn has overseen this process and progress has been steady.

5. Chancellor search

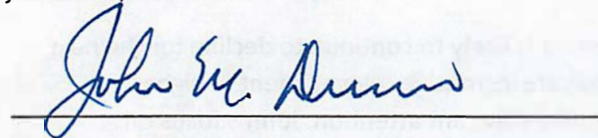
As interim president and chancellor we are both aware that searches are moving forward, assisted by the same firm and the same principal within the Witt-Kiefer search firm. The plan is to first hire the president but have the chancellor search overlapping in order to move quickly. The chair of the chancellor search committee has been identified [Mark Morris from Accounting] and the committee will be formed shortly.

I expressed my appreciation for the fact that John has been physically present on campus with only rare trips back to Oregon to be with his family. This again has provided much needed stability on campus.



J. Kevin Dorsey, Interim President  
SOUTHERN ILLINOIS UNIVERSITY SYSTEM

*The signature below indicates the employee has had an opportunity to review this annual evaluation letter. The employee should feel free to attach to this letter any written response which is necessary for further explanation or detail.*



11/26/2019

Employee Signature