

Southern Illinois University – Board of Trustees

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ANNUAL EVALUATION LETTER

July 1, 2025

Dr. Dan Mahony
President
Southern Illinois University System

Dear Dr. Mahony,

I am pleased to provide this annual evaluation letter summarizing your performance for the fiscal year 2024-2025. Your leadership across the SIU System has been exceptional and your work this past year reflects a deep commitment to the institution's mission, strategic direction, and service to the university community. The following outlines your progress and accomplishments across the strategic goals set for this period:

1. Your continued commitment to the SIU System Strategic Plan has resulted in visible progress across the organization. A notable outcome of the SIU System Strategic Plan is a system-wide increase in collaboration. A key outcome of this collaboration—the SIU System Course Exchange—garnered the 2025 NASH Seeding for Change Award for Outstanding Collaboration. This is a significant recognition and reflects your effective leadership in creating a unified system culture.
2. You have significantly advanced ADEI efforts across the system. The implementation of the Lumina Grant has expanded retention initiatives and resulted in impactful programs like Retention Day. The establishment of the Equity Professional Development Center in partnership with the School of Medicine, the ADEI policy review audit, and continued national recognition through the International Keystone Award, demonstrate your commitment to ADEI. Your active participation in national forums and continued leadership in organizations like the Minority Opportunities Athletics Association exemplifies advocacy at the highest levels.
3. You have continued to build and maintain strong relationships with state and federal officials. Your active role in the negotiation and refinement of the equitable funding formula has positioned SIU favorably—projecting up to \$150 million better than the original formula. Your work in the negotiations for the community college baccalaureate bill also proved effective for

the SIU System. Your leadership in legislative tours and advocacy days also strengthened SIU's visibility and relationships in Springfield.

4. Your stewardship has led to a significant financial milestone with the S&P credit rating upgrade to A-, matching the State of Illinois. S&P cited reasons for the upgrade as improvements in enrollment, endowment size, and strong support from the state of Illinois. While acknowledging the ongoing financial challenges ahead, your planned proactive collaboration with new financial leadership is commendable and essential for continued progress.
5. Your support of campus efforts has yielded the strongest enrollment growth at SIUC in more than three decades, with freshman enrollment up 69.5% since fall 2019. SIUE is seeing positive trends in retention and transfer enrollment, including a notable 10% increase in Black student retention. Fall 2025 enrollment numbers are currently up overall for both SIUC and SIUE compared to this time last year. Your systemic coordination of initiatives, such as those funded by Lumina and through NASH collaborations, is instrumental in these successes.
6. You have successfully supported record-breaking fundraising across the system. SIUC has now raised \$394 million toward their \$500 million campaign goal. SIUE is on track to raise about \$12 million; which is their second-best fundraising year ever. These successes underscore the system's effectiveness in donor engagement and strategic advancement efforts. These increases have translated into real benefits for students, especially through scholarships.
7. Your leadership in employee development is evident through system-wide advisory committees, recognition programs, and successful training initiatives. Over 1,300 staff members have benefited from these training opportunities, which reflects your commitment to employee growth and satisfaction.
8. You have shown sound judgment and patience in ensuring high-quality hires, including leadership positions at the system level and leadership positions at the campus levels. Your insistence on thorough and effective search processes continues to yield strong leadership teams across the system.
9. Your oversight of the Office of Community Engagement and the Institute for Rural Health has strengthened SIU's regional impact. Notable initiatives such as the Community Collaboration Lab, READY program, and the development of the Certified Recovery Support Specialist certification resulted in effective community outreach programs.
10. You have successfully elevated the system's public profile. The addition of a system marketing and communications position has allowed the SIU System to increase the media coverage of the good works throughout the SIU System. The release and promotion of the SIU System economic impact study, promotional opportunities regarding the attainment of R1 status at SIUC, and the launch of a new system podcast series are all key accomplishments in making the SIU System more visible. Your active involvement in national organizations further enhances SIU's visibility and reputation.
11. Your increased presence on campuses—up from 52 days last year to 82 days this year—demonstrates a strong personal commitment to staying connected with faculty, staff, and students. Your decision to teach a course further reinforces your connection to the academic experience and enhances your understanding of current campus dynamics.

Dr. Dan Mahony

July 1, 2025

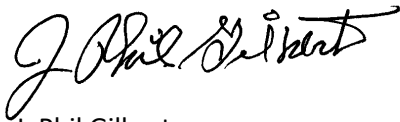
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12. You continue to maintain transparent, timely, and effective communication with the Board of Trustees. Your routine updates, regular correspondence, and accessibility to individual members ensure the Board is fully informed and engaged in key developments.

President Mahony, your performance this year has been exemplary, marked by strategic foresight, collaborative leadership, and impactful results. The SIU System continues to benefit immensely from your vision, dedication, and persistence in addressing both long-term goals and emerging challenges.

I look forward to your continued leadership in the coming year.

Sincerely,



J. Phil Gilbert

Chairman of the Board of Trustees
Southern Illinois University

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.


Employee

7/2/2025

Date