



Southern Illinois University System
ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT

ANNUAL EVALUATION LETTER

June 11, 2025

Dr. James T. Minor
Chancellor
Southern Illinois University Edwardsville

Dear Chancellor Minor,

I have reviewed the accomplishments on your annual evaluation. Based on that review, along with frequent interactions, I am providing this formal annual review of your performance.

As of today, one of the significant accomplishments has been the projected improvement in enrollment during the last year. While a lot can still happen, particularly with the increased uncertainty this year, enrollment is currently tracking 5% better than this time last year. I recognize there is a lot of effort behind these changes. Much of this success is the result of better use of data to develop initiatives and change policies. As an example, the BSE was developed three years ago based on success of similar programs and it has resulted in improved retention rates across several demographic groups. The black/African American retention rate has increased to a point it is above the overall retention rate for all students (was approximately 15% below a few years ago). Other examples of data driven changes include increasing the number of students working on campus and expanding the summer success program.

Another goal was to address the budget challenges, which included the goals of reducing the structural deficit and improving budget reporting to provide everyone with more useful information on the budget. Obviously, these two goals were closely related as access to accurate information is important to make good budget decisions. Again, there is a lot of uncertainty at this point for reasons beyond the campus, but the university is on track to eliminate the deficit and has implemented several of the changes recommended by the outside experts and has plans to implement the remainder.

Also related to the financial position of the university, there has been an improvement in the fundraising success of the university under your leadership. The SIUE Foundation is on track to raise about \$12M in total fundraising, which is the second-best year ever for SIUE (last year was the best). This included a 25% in outright gifts and new pledges and resulted in a 17% in scholarships distributed. The One Day, One SIUE, again, set a record by raising around \$2.9 million in one day, more than triple the amount from just a few years ago. There was also record

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attendance at the One Day, One SIUE celebration and the 2024 Homecoming Weekend. I also know there is currently an increase in a variety of activities that should result in future increases.

Another goal was to fill several key vacancies, some of which relate to the areas discussed above, including enrollment management and finance and administration. The success of the searches this year will mean none of the vice chancellor positions will be filled by interims when we start the new school year. I recognize these searches have often taken more than one round, but as we discussed, it is better to wait and find the right person for the role.

Another goal for this year was to facilitate the development of University Park. While there is still work to be done, a number of efforts from the last year should result in a long-term change in the University Park and I am excited for the future development. For the first time in many years, the University Park Board will again become more active, and this is a positive for SIUE.

I want to commend you on continuing to be a positive collaborator with the other leaders in the SIU System. And, I appreciate your efforts to keep me informed on any significant decisions or issues on campus and for helping me find answers to quickly investigate when there are questions about issues that have not yet risen to our level.

I have reviewed your goals for next year and they are consistent with my expectations.

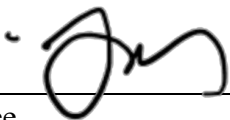
Congratulations on the success of the past year. I look forward to working with you and your team in again in the next year.

Sincerely,



Daniel Mahony
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.



Employee

June 12, 2025

Date