



Southern Illinois University System
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ANNUAL EVALUATION LETTER

July 1, 2024

Dr. Austin Lane
Chancellor
Southern Illinois University Carbondale

Dear Chancellor Lane,

I have reviewed the accomplishments on your annual evaluation. Based on that review, along with frequent interactions including our bi-monthly 1:1 updates, I am providing this formal annual review of your performance.

One of the most important goals when we arrived was to improve enrollment, which is critical to the future of the university. This fall, SIUC had the largest increase in enrollment in over 20 years and the largest percentage increase in enrollment (2.3%) in over 30 years. This was accomplished in part based on the continued increases in new freshman enrollment over the last four years. During this period of time, new freshman enrollment has grown 57%, with a 6.8% increase in freshman this fall. In addition, there was a 10.8% increase in transfers. New graduate students also increased by 11.8%. The results in the spring were even better with an increase of 4% and over 400 students. Diversity also increased with growth in several categories including Black/African-American, Hispanic, Asian, and International students.

You have continued to be very active in the recruitment process by personally connecting with school leaders and visiting students at the schools. You have also been involved in developing successful initiatives. At this moment, enrollment for Fall 2024 is trending toward an increase, despite the problems resulting from the delays in the FASFA; suggesting the efforts to improve relationships with other institutions and to create and grow programs like the Saluki Step Ahead, Bryson Summer Scholars, SIU Extend Campus are continuing to help support enrollment growth.

In addition to the enrollment challenge, the other significant set of challenges you inherited were a number of budget issues. Efforts to improve that budget outlook have been supported both by budget reductions that you have instituted and growth in enrollment and net tuition revenue. As you outlined, this will continue to be an area of focus going forward as there are areas that still need to be addressed.

Although fundraising was trending more positively when you arrived, the growth in fundraising success has been particularly impressive over the last four years. In fact, the four largest fundraising years in SIUC's history are all in the last four years. Even more impressive is the success during the past year. The final total for the year will be over \$45.7 million, which is 40% higher than any previous year. This year also included the largest donation in the history of the Carbondale

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campus. The impact of this success has helped with several priorities including a large increase in scholarships provided to students (more than double the amount in FY21) and the new welcome center and foundation building, both of which will support our goals to increase affordability and grow enrollment. As is the case with enrollment, the initiatives in this area and momentum of the last few years suggest continued success going forward.

Last year, I noted the successful hiring in several key positions. When we arrived, there were a large number of open leadership positions that had to be filled. The highlight this year is that there is general stability in leadership roles, with only minimal turnover. The strong leadership and stability have been critical in achieving many of the successes you outlined in your report and I believe will continue to support future efforts.

I also noted last year that you have been successful in building strong relationships with alumni, friends of the university, elected officials, community leaders, etc. These efforts have also helped support the successes of the past year. In addition, you have developed positive internal relationships that have been helpful in gathering input, managing challenging situations, and providing professional development opportunities (e.g., the LEAD program). This has also been beneficial in enhancing support for the strategic plan and its goals.

Finally, you have continued to consistently keep me informed about any significant issues, which has been very helpful to me and has allowed me to keep the Board of Trustees sufficiently informed.

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

Again, congratulations on the accomplishments in the past year. I look forward to working with you and your team in what I hope will be another successful year for SIUC and its many stakeholders.

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.

Austin A. Lane
Austin A. Lane (Jul 1, 2024 10:16 CDT)
Employee

Jul 1, 2024
Date