



Southern Illinois University System
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ANNUAL EVALUATION LETTER

August 13, 2024

Dr. James 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.

We are still a few weeks away from the final fall enrollment numbers, but as of today the numbers are better than expected, particularly given the well documented national problems with the FASFA. I recognize that a lot of work has gone into improving the work in this area, including a clearer focus on measurable goals and more involvement in this work by the leadership across the campus, including your personal involvement. As you mention in your evaluation, finding new leadership for this area will be an important goal in the next year.

Last year, you made significant progress in addressing the structural deficit and that progress has continued this past year. There has been more campus wide discussion of the budget in the last couple of years and planned improvements in the budget information systems will help to further improve transparency and the ability of people across the campus to make good financial decisions. In addition, the continued use of a strategic position alignment process has both financial and operational benefits to the university as it allows you to make better decisions about the staffing of the university in the future. I recognize there is still work to be done, but I am pleased with the progress that has been made over the last two years. In addition, the increased revenue in athletics (19%) this past year has been helpful in supporting this area, even though I recognize there is still work to be done here as well, particularly given the increasing financial challenges they will be facing.

With regards to the financial health of the university, it is important to highlight the success in fundraising in the past year. From past experiences, any change in leadership in advancement generally leads to a decrease in fundraising totals. However, the opposite happened at SIUE. In addition to another record day of giving for One Day, One SIUE, the overall fundraising total for the year of \$12.65M was another record, about a 10% increase higher than last year's record total. The efficient search for new leadership was important in helping the institution to continue to make progress.

Office of the President

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One of the many advantages of the increase in fundraising was the ability to offer more in scholarships and better support student success. Related to student success, the focus on improving retention, which includes Project 283, has continued to make progress. At this point, retention rates appear to have increased again for the second year in a row. As student success is truly a group effort, your work to engage others in the conversations and providing some professional development opportunities, including the Student Success Analytics Certificate Program, has been important and should have a long-term impact.

Focusing on student success is also closely tied to SIUE's ADEI efforts. In addition to the continued successful efforts of the Black Scholar Experience, I know there have been several other efforts that have been supported success across a diverse group of students. This has included growing the Summer Success Program. Given the importance of faculty diversity to student success, the new Chancellor's Postdoctoral Fellowship Program should have a positive impact. Finally, I recognize the many ways that SIUE has tried to improve the recruitment of students, including the Freedom School that was established this year.

Finally, I want to commend you on continuing to be an excellent collaborator with the other leaders in the SIU System, including those from SIUC and the Board of Trustees. And, you have continued to keep me informed on any significant decisions or issues on campus.

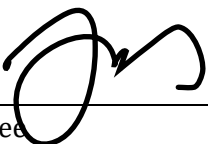
I have reviewed your goals for next year and they are consistent with my expectations. Congratulations on another very successful year. I look forward to working with you and your team in again in the next year.

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.

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Employee



Date