



Southern Illinois University System
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ANNUAL EVALUATION LETTER

July 7, 2023

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. Over the past three years, new freshman enrollment has grown 46% from Fall 2019 to Fall 2022. It should be noted you have continued to be very active in the recruitment process by personally connecting with school leaders (which is detailed in your goal summary document) and visiting students at the schools. As I stated last year, I have not seen another university in the country with this level of success in enrolling new freshman, so this continues to be a particularly impressive achievement for you and the university. This has involved a number of strategies, including growing in the local region, which was achieved with growth in Southern Illinois freshman and transfer students. Also importantly, there has been an increased focus on recruiting from high schools with more diversity and being an active partner with the Hope Chicago program.

There are a number of reasons to be optimistic about future growth. Under your leadership, SIUC has expanded the Seymour Bryson Summer Scholars program, which has been successful in assisting students who would not have been admitted to be successful at the university. The number of partner schools in the Saluki Step Ahead transfer initiative has significantly expanded, with a large number of new institutions signing MOUs this year. Under new leadership, the changes in the SIU Extended Campus has improved enrollment in this area and should continue to help with future growth. There are efforts to improve graduate enrollment that have already appeared to have an impact based on the early numbers for Fall 2023. Finally, as we have discussed, our focus on the retention rate will need to increase and the strategies we have learned from other universities in the past year should help us make progress in this area as well. The addition of the inaugural director of the First Year Experience program should provide critical leadership in this area. Overall, while there is still a ways to go before we have final enrollment numbers for Fall 2023, the current enrollment numbers indicate growth in multiple areas.

Office of the President

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In addition to the enrollment challenge, the other significant set of challenges you inherited were a number of budget issues. One of those was an annual payback that resulted from the state budget impasse. While we have not yet completed that payback, we have made progress and are getting close to being done. As we have discussed, the focus on addressing this and other budget issues will need to be a continued priority.

Another major priority for the university has been to increase fundraising by the SIU Foundation. The most recent year fiscal year was the second highest total with over \$31 million raised, just slightly behind last year's record total. SIUC received over 38,400 gifts, most ever in a single year. The total fundraising number included another record day of giving of over \$4.1 million. I recognize this success did not happen by chance and benefitted from your active participation in a number of events across the country and visits with individual donors. This success has allowed the foundation to continue to support a number of activities, including some mentioned elsewhere in this letter, and to provide \$4.9 million in scholarships to students, by far a new record for SIUC.

As I mentioned last year, one of your most critical roles is the hiring of leadership for key areas. This year included hiring a new provost, vice chancellor for administration and finance, athletic director, executive director of marketing and communications, and director of institutional research. You also re-established the head of advancement as a Vice Chancellor and restructured that division. These hires, and others, have included a diverse group of individuals. In several cases, these searches involved multiple rounds of interviews. I believe you made the right decisions to prolong searches until you found the right person for the position.

There has been increased efforts to promote the university and connect with alumni and friends of the university through a number of different Saluki events locally and across the country. These events have positively benefitted both the fundraising efforts discussed early and the reputation of the university. You have also been personally active in attending numerous, events, meetings, and gatherings involving elected officials at all levels and community partners. There also has been an increase in other partnerships, such as the new one with United Airlines that will benefit the university and our students.

You have continued to build positive relationships with internal stakeholders as well. To support the employees better, you addressed long-time salary issues for some of the employees after completing a salary study, you created ombudsperson roles for faculty and staff, and established and supported the LEAD program for emerging leaders at SIUC.

Finally, you have consistently kept 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.

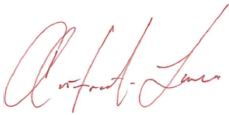
Again, congratulations on the accomplishments in the past year. I look forward to working with you and your team in what I hope will be another successful year for SIUC and its many stakeholders.

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.



Employee

7-11-23

Date