



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

ANNUAL EVALUATION LETTER

Dr. Austin Lane
Chancellor
Southern Illinois University Carbondale

Date: July 20, 2021

I have reviewed your self-assessment and your list of goals for SIUC. Based on that review, along with our frequent interactions, I am providing this formal annual review of your performance.

I want to first start by congratulating you on a very successful first year. As we all know, you came in to this job at a time of uncertainty for all universities and after a long period of frequent leadership turnover at SIUC, which all contributed to feelings of instability. Your very thoughtful and calm approach to leading the university has allowed the institution to move forward in a number of positive ways and has helped to improve general morale. This is not simply my assessment, but is what I have heard from a wide variety of stakeholders at all levels.

While I will not cover all of the performance areas, I do want to highlight several areas. First, the university worked well with our partners and addressed the challenges presented by the pandemic very well. The positivity rates on campus were the lowest in the state and below rates in the region. The university had a record retention rate and a large increase in the freshman class last year, and the positive numbers so far this year are particularly impressive. You and your team worked to address a number of budget challenges that you inherited and have made positive progress in a number of critical areas. The fundraising successes of the last year are also noteworthy, especially given the challenges presented by the pandemic.

During the past year, you were able to successfully recruit several senior leaders and this will continue to be a priority in the next year. You established the Chancellor Task Force on Diversity and have implemented a number of changes that will have a long term positive impact on our antiracism, diversity, equity, and inclusion efforts. Even during the pandemic, you have found ways to be visible and spent a lot of time listening to internal stakeholders and building positive relationships. Finally, I have been especially impressed with your personal external outreach efforts, which along with the increase in university marketing have helped with enhancing the SIUC brand and reputation and will have short and long term benefits for our enrollment goals.

As we look towards the next year, I would concur with the goal areas you identified and believe the strategic plan you are working to develop at SIUC will align very well with the SIU System strategic plan.

Again, congratulations on a very successful first year and I look forward to working with you during the next year.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel Mahony".

Daniel Mahony
President

Office of the President

Stone Center • Mail Code 6801 • 1400 Douglas Drive • Carbondale, Illinois 62901
Phone: 618/536-3331 • Fax: 618/536-3404