



Southern Illinois University System

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT

ANNUAL EVALUATION LETTER

July 7, 2023

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 including our weekly 1:1 updates, I am providing this formal annual review of your performance.

Clearly, the most significant challenge in your first year was addressing the structural budget deficit. While this is always difficult in many ways, this was compounded by the fact your team also was beginning the contract negotiations with the faculty association. I am pleased that you were able to reduce the deficit by 66% in the first 12 months and are on track to close it by FY 2025. In addition, you and your team reached a contract agreement with the faculty association. As part of this process, you implemented some new approaches to financial decision making at SIUE, such as the Strategic Positions Alignment process, that are consistent with best practices in higher education (and I have used at previous institutions) and will, along with the other efforts, address the deficit which will lead to a stronger financial future for SIUE.

As part of this focus on the budget, you made changes in the scholarship program. Utilizing the EAB Financial Aid Optimization tool was helpful in this process and will likely be more helpful in the years to come when you can more fully utilize it. As often happens with this type of change, we are expecting a decline in new freshman this year at SIUE. At this point, there is also a projected small decline in overall enrollment this fall, but believe there is potential to turn this around as you fill a number of open staff positions in this area and the change in the scholarship program is stabilized. I know this is a high priority for you and the institution. I also appreciate your efforts to engage the entire campus in the discussion on recruitment and retention strategies because enrollment should be a priority for all and we can all play a role.

The completion of the SIUE strategic plan and its alignment with the plan at the system level and state level was an important accomplishment. Moreover, the focus in the plan on student success was critical both from the perspective of our values and the impact of student success on financial stability. I am pleased to see that fall-to-fall freshman retention is on track to increase

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this coming fall. It is important to note that largest increase in retention at this point is for Black/African-American students (11.5%) followed by students who are two or more races (9.7%). The development of the Black Scholar Experience under your leadership was likely a part of the reason for this increased retention success. This program also brought grant support and positive national attention to SIUE. While there is still more work to do in this area, that is a positive step forward.

In addition to the Black Scholar Experience, there were several other areas of success related to antiracism, diversity, equity, and inclusion at SIUE this past year. You arrived when tensions were high and your efforts to immediately reach out to key individuals to listen and engage were an important first step and had a positive impact that I am not sure is widely recognized. You made some helpful changes to the Bias Incident Report Team protocol. I appreciate your active involvement in recruiting students and faculty of color, and your willingness to attend the Institute for Teaching and Mentoring, the largest gathering of doctoral students of color in the United States. You were the only campus CEO in the country to personally attend.

One of the most positive areas of improvement in the first year was in advancement. As I will mention later, hiring of key leaders is a very important part of your role and this is one area in which the new hire a little over a years ago, and your support of his efforts has led to an immediate impact. During the past year, SIUE had a record day of giving, almost double last year's record total and set a new SIUE record for total fundraising in a year, a 95% improvement from last year's fundraising total. As part of this effort, you have taken an active role in meeting with alumni and friends of the university, which has included the "Evening with the Chancellor" events that have been popular and well attended. I will also note that your outreach efforts have included an effective use of social media and other methods to bring more positive attention to the university. In addition, you have taken a leadership role in creating positive collaborations between the university and the local community and have enhanced these efforts by attending several local events.

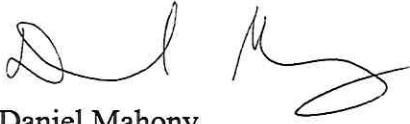
In addition to the VC for advancement, there were several other important leadership hires in the last year, including athletic director, executive director for marketing and communications, and director of human resources. There is diversity in this group of new leaders and I have been impressed with them during my interactions with each. I know that some of these searches involved multiple rounds of interviews and candidates. I have been and will continue to support a philosophy of not hiring a leader for a division until you have found someone you believe is the right person for the role at SIUE. I know we have some key interims this year and I will continue to provide support when needed for these new searches.

Finally, I want to commend you on being an excellent collaborator with the other leaders in the SIU System, including those from SIUC and the Board of Trustees. Our future as a system will be much stronger if we are working together positively at all levels and having that type of collaboration modeled at the top is critical.

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

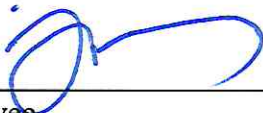
Again, congratulations on a successful first year. I look forward to working with you and your team in what I hope will be another successful year for SIUE and its many stakeholders.

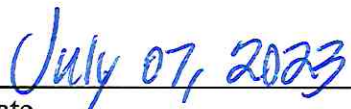
Sincerely,



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

Date