



Southern Illinois University System

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT

ANNUAL EVALUATION LETTER

This letter shall serve as the basis of the annual performance review for administrative/professional staff within the SIU System who are direct reports to the president as well as for the campus chancellors.

Randall Pembrook

Chancellor

Primary Location: Edwardsville

Date: September 3, 2019

On August 20, 2019, we met in your office to discuss your performance since the last review six months ago. At that time, we also reviewed goals for the upcoming year.

Accomplishments over the past year included a good fund raising effort of approximately \$10 million and the hiring of a consultant to gauge capital campaign readiness. The completion of a Faculty Association contract and the 2% pay increase for graduate assistants have boosted morale on campus.

Your "5-year tweak" of the strategic plan engaged six committees of approximately 20 people each and should serve to get widespread buy-in on campus. You also reported the highest freshman to sophomore retention rate in SIUE history (78%). All of the above show that SIUE is making great progress under your leadership.

We next reviewed your multiple goals for the 2019-20 academic year. I very much appreciated your providing me with a detailed list of fundraising, morale and operations goals – many of which were specific with respect to dates and numbers.

With regard to key focus areas, we discussed the need for both SIUE and SIUC to seek common opportunities and shared obligations for the people of southern Illinois. The need to get into the St. Louis market for recruitment was seen as a good and necessary growth target.

As we transition to a new President and SIUC Chancellor, stability of the system will be critical. What I learned from my time as interim president is that the history of the two institutions drives other behaviors and it is important that it be seen through the eyes of those on each campus. Whatever you can do to provide that exposure will be very helpful.

In summary, I am grateful for your leadership of SIUE, and for keeping it on a solid growth trajectory while serving the people of our region. I look forward to our continued efforts in higher education.

J. Kevin Dorsey, Interim 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 Signature

Date

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