



Southern Illinois University System

ONE SYSTEM | MANY LOCATIONS | STATEWIDE IMPACT

ANNUAL EVALUATION LETTER

Dr. Randall Pembroke
Chancellor
Southern Illinois University Edwardsville

Date: August 25, 2020

I have reviewed your self-assessment, the annual review completed by faculty senate, and your campus strategic plan. Based on that review, along with the numerous conversations we have had since the announcement of my appointment, I am providing this formal annual review of your performance.

While I will not cover everything, I did want to highlight a couple of items. I appreciate your work throughout the COVID-19 crisis. You did a very good job of engaging the campus and working with the system office in determining plans for this academic year. I am also pleased with the work you have done at SIUE in establishing your anti-racism task force and moving forward with action steps, including adding diversity to the Chancellor's Council. Both of these areas will continue to be primary areas of focus in the year ahead. In addition, the approach you used throughout both of these processes demonstrates why the faculty review was complimentary of your transparency and open communication.

I believe the increased interactions with the local community, including the Successful Communities Collaborative, are beneficial and will likely fit in very well with the upcoming system strategic plan. In fact, I believe the SIUE strategic plan, particularly with the additions of the KPIs, will help provide direction for the campus in the years to come and will also align well with the overall plans for the system.

Finally, I would like to thank you for your role in several key leadership searches since my arrival. Your service on the search committee and advice on the revised system vice president position were particularly helpful. I appreciate your effort to welcome and support Chancellor Lane during his transition to Carbondale and willingness to explore new ways to work together. I also believe you handled your vice chancellor search well and were very thoughtful in your deliberations.

I have reviewed some of your goals for the next year and believe you are focusing your attention in the right places, including managing the impact of the pandemic, continuing to implement recommendations from the anti-racism task force, increasing fundraising efforts in

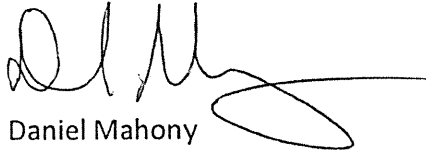
Office of the President

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key areas, reallocating budget resources where needed, and exploring new mutually beneficial partnerships. I am also sure that you will play an important role in helping us to develop a system strategic plan and improving collaboration across the system. After the development of the system strategic plan, we will begin more earnest work on a new budget model and your involvement in that will also be critical.

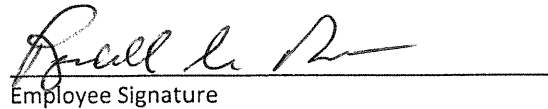
It has been my privilege to work with you and I am looking forward to continuing to work with you during the next year.

Sincerely,



Daniel Mahony
President

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

8-26-2020
Date