



FY17 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 and medical dean/provost.

Randal Pembrook

Chancellor, SIUE

Primary Location: Edwardsville

Date: September 1, 2017

Randy, let me thank you for your successful service rendered to Southern Illinois University this past year, and congratulate you on the excellent manner in which your work took place overall.

In reviewing your efforts during this evaluation cycle, I would identify the following as significant accomplishments which have not only advanced the effectiveness of your area of responsibility, but have been addressed or handled in such a manner to be worthy of commendation:

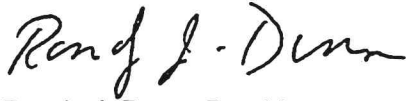
- **Leadership** Team/Chancellor's Office – Finalized two key leadership positions in Provost (Denise Cobb) and VCA (Rich Walker); adjusted administrative support with internal and external focuses (Grete and Karen).
- **Financial Foundations** – Began relationship building with key donors (______); Completed Phase I PAC fundraising (\$100K), Reduced structural overhead costs (IERC, WSIE, IUR)
- Increased **visibility** for SIUE through multiple venues (Segue, Civic Progress Board, SW Illinois Leadership Council [Board, Executive Board, Committee Co-Chair], St. Louis Regional Chamber of Commerce Board, TV and radio programs)
- Increased SIUE commitment and visibility in **East St. Louis** (library, cafeteria, reporting line [Jesse to Denise], arts programming, 100th commemoration of 1917 riots, involvement with Charter High School)
- Improved interactions between **SDM** and SIUE campus/administration (food services, health services, Edwardsville dental clinic, practice plan foundation)
- Created new **athletics** affiliate memberships in the MAC conference (wrestling, men's soccer) and was named to the OVC academic success/financial distribution committee
- Completed the master plan for **University Park**

- Attempted to boost **morale** of campus (Q&A sessions, salary proposal), attendance at a plethora of SIUE events in the academic units and administrative departments
- Increased conversations around **High Impact Community Engagement Practices** (e.g., Madison County Engagement Initiative, ESL Act-So program, Costa Rica outreach)

Meaningful evaluation should also support the continuous improvement of job performance and professional development which relates to the future support and direction of the System. With that in mind for this year, I would like you to particularly continue efforts in the following direction for FY18:

- Continue with your good and ongoing efforts to articulate, explain and support system roles and responsibilities, especially with respect to SIUE senior staff and key constituencies.

Your work as a contributing and valued member of the SIU leadership team is not something I take for granted—particularly as we’ve weathered the state budget crisis and other challenges. I want you to know I personally appreciate your efforts and I look forward to our continued working relationship in the years ahead.



Randy J. Dunn, 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

9-21-17

Date