

Annual Evaluation

Michael Amiridis
Chancellor, University of Illinois at Chicago
Vice President, University of Illinois System
May 31, 2018

Dear Michael,

I thank you for your input summarizing your activities and accomplishments over the period July 1, 2017 through June 30, 2018. I appreciate the detailed nature of your report and am very grateful for the time and energy you have put into preparing these materials. I look forward to a discussion that covers the issues, plans and opportunities you described in your report as part of the annual evaluation cycle.

At the outset, I want to congratulate you on another year of strong leadership and hard work. The University of Illinois at Chicago (UIC) continues to prosper under your optimistic and engaging leadership style and your efforts to build an action-oriented leadership team are paying off. I met with the UIC Senate Executive Committee recently and I heard strongly supportive comments about you from that shared governance leadership group. There is evident appreciation within the faculty for your consultative and communicative style, and for that of Provost Susan Poser and Vice Chancellor Bob Barish. You were given particularly high marks for your listening skills and your willingness to solve problems and attend sessions in departments and interact with all members of the UIC community and beyond.

Your strategy to build enrollment is working well, with another year of encouraging gains in the number of admitted students, as well as important increases in diversity of the student body. The threshold, now reached, of 30,000+ students puts UIC in a very special category as a unique, diverse research-intensive university, situated in a world city, with a principled land-grant mission. Congratulations to you and your team on this major accomplishment!

Morale has improved since your arrival and you have made significant strides in building a strong leadership team to guide UIC forward. Despite the difficulties of the current budgetary situation, your work to develop and refine a shared vision for the future of UIC has been well received by both internal and external stakeholders. You have participated actively in important system-wide discussions and have led the *Ignite UIC* philanthropic campaign, launched in October, 2017. Your ongoing work to build a first-ever UIC Alumni Association program is moving forward with some considerable enthusiasm.

Your office has energetically re-envisioned priorities and processes, including initiation of the successful December commencement ceremony and the co-branding campaign bringing East and West components closer together in outlook and collaborative function. You initiated a successful "state of the University" address, which serves to inform both internal and external stakeholders of progress towards shared goals. Provost Poser's program of campus conversations is both very impressive and praiseworthy.

You have effectively managed tricky events and processes, such as a (small) number of critical ethics investigations and personnel issues, the faculty labor contract negotiations, and the complex discussions regarding urban innovation initiatives. You have built task teams to review and re-engineer strategic enrollment planning, student academic programs, diversity activities, and faculty affairs, as well as the academic program review, dashboard and Board approval steps to keep the University on track in its core academic mission. The new Advisory Board for UI Health is a critically important and very promising initiative.

The discussions surrounding possible acquisition by the U of I of the John Marshall Law School are ongoing and are reaching the key decision point. If approved by the Board and implemented, this acquisition will be a major accomplishment, but will also require significant efforts on your part over the next year to ensure that it is fully successful.

It is clear to all that UIC needs significant upgrades to its facilities and an aggressive program to deal with deferred maintenance challenges. I acknowledge your leadership in this regard and complement you on the new modular engineering building and the shared dormitory/classroom facility now under construction and funded through a unique new public-private partnership for which you deserve much credit. These are both creative actions designed to improve facilities. Your team has supported our efforts to gain legislative relief on procurement and lease arrangements and to advocate for a reliable annual state budget for UIC and the system. We both agree that sustained work is needed on facility renewal and I stand ready to support your continued efforts.

You have managed a complex and fast-paced flow of materials into and out from the Chancellor's office. You have led a revision of the University Master Plan and have developed and communicated the four strategic pillars: Student Experience and Success; Emphasis on Chicagoland; Impact and Reputation of Research; and An Entrepreneurial University. You also participated in the development and evolution of the system-wide strategic framework and the Illinois Performance and Commitment Act (IPAC), approved and supported by the Board of Trustees. You have worked hard with the alumni to reenergize philanthropic giving for UIC and I believe these efforts are bearing reasonable fruit. You have used the Jonasson House effectively to engage donors.

You have participated in the system-wide budget discussions that have allowed the University to adopt an "affordability" posture during this time of budget stringency by limiting tuition and fee increases for a fourth straight year. You have developed and implemented creative differential tuition rates, designed to build diverse enrollments across UIC's colleges and programs. This and other efforts have "set the tone" for our entire advocacy and renewal posture: one that is student-centered, empowering of our three universities, and responsive to important fiscal and historical drivers. These actions, including the budgetary transfers have been generally well received. In all this, you have been a trusted partner to the president and a principal shaper of the University-wide (as well as UIC) strategy.

The healthcare enterprise is a very significant component of UIC and the U of I more generally, constituting approximately 25% of the total budget. You are to be congratulated for continuing to provide comprehensive health care services and keeping the hospital firmly in “the black” through the period of the Illinois State budget impasse and the swirling policy discussions occurring nationally. Significant infrastructural and business model challenges remain and you are addressing these systematically. Again, I welcome the new Advisory Board, and congratulate you and Bob Barish on its impressive membership roster.

Your hard work, your close respectful connections with your core campus and local communities, your analytical insight and experience, and your responsiveness to urgent calls on your time and expertise have all been important elements of the progress we have made this year, and you have certainly helped me in my role as president. I value highly our candid and numerous conversations and believe that we fundamentally share a common vision that is seen and appreciated by faculty and staff. I thank you for your participation in the system-wide enterprise risk management activities and complement you on the recent work on emergency preparedness.

I have a few thoughts and suggestions for the next few months. Some of these are fairly generic and repeated from last year. They are listed mostly to ensure we have a good discussion about higher education challenges as we go through the yearly evaluation.

1. We should work together closely to optimize recruitment of partners and outcomes for the Discovery Partners Institute initiative.
2. The philanthropic campaign is gearing up and I share your sense of commitment and urgency on the need for more effective fund raising. I stand ready to work with you and appreciate our regular meetings to track and comment on progress.
3. The branding and marketing initiative for the system (through the work of 160/90) needs to be tailored carefully to augment and complement the efforts at UIC. Please work with me to help develop (and defend) a messaging platform that can benefit all components of our system.
4. The UIAA reform efforts is now clearly bearing fruit. This will require your careful attention to optimize UIC alumni engagement. I look forward to further conversations about this and other important reforms.
5. Continue your efforts to engage more deeply with the rest of the University of Illinois System and provide the bridge to the urban-serving academic mission.
6. We are still not yet where we need to be in terms of diversity and inclusion - and the whole U of I system certainly faces challenges that need to be addressed. One priority remains to push to recruit senior Latino/a talent and to enlarge the African American student enrollment, as well as building up international enrollments. I know you are working on all of these issues.
7. Please continue to work closely and collaboratively with me and the other University leaders to develop a truly aspirational implementation agenda in support of the new strategic framework.
8. Michael – You have had another excellent year of accomplishment and are now clearly seen as the change agent that UIC has needed for a long time. Keep up the good work!

I have greatly enjoyed getting to know you and admire your analytical approach, your professionalism, sense of humor, and responsiveness. Congratulations!



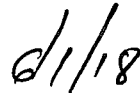
Timothy L. Killeen
President



Date



Michael D. Amiridis
Chancellor and Vice President



Date