

Annual Evaluation

Robert Jones
Chancellor University of Illinois, Urbana-Champaign
Vice President, University of Illinois System
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July 11, 2019

Dear Robert,

I thank you for the thoughtful and comprehensive memo summarizing activities during your second year as UIUC Chancellor and U of I System Vice President. I also appreciate your use of the suggested template I provided.

Your third year as Chancellor has been remarkably successful, with planned budgetary growth, a world-record philanthropic fundraising outcome, new facilities under development, and a new strategic plan that sets the course for “the net 150 years”. UIUC’s ranking in the U.S. News and World jumped 5 slots up to #47 among all national universities in the most recent report. This is a return to the kinds of levels we were at prior to the long budget impasse and a good sign for the future. I offer my sincere congratulations on all these and other accomplishments and also my thanks for your collegial and collaborative approach to serving the entire University of Illinois System.

At UIUC, Enrollments have grown steadily according to plan, and faculty retention and recruitment efforts have been productive. Most importantly, another bumper class of graduates has benefited from the receipt of a world-class education!

You have made significant and noteworthy appointments, bolstering an already strong leadership team. You appointed the first vice-chancellor for diversity, equity, and inclusion, and have devoted personal significant time and energy to these critically important issues that are very much in the national spotlight and are strong elements of our enterprise risk framework. You appointed several new deans, including the new dean of Engineering, Dr. Rashid Bashir, after a national search. Progress with the Carle-Illinois medical school is apparent, with the second class of 32 students having arrived. Also, I support your efforts to drive towards an NIH Cancer Center designation.

You have worked directly on the chronic Chief Illiniwek issue and commissioned an important forward-leaning process and report that we all hope will aid the institution in getting past this long-running controversy.

Your new strategic plan and associated master plan, developed with a robust, inclusive process, were both presented to the Board for approval and have set the stage for a deeply shared vision of where UIUC needs to go. Signature new buildings and facilities are being put into place – a prominent example being the Siebel Design Center. You have communicated effectively and directly with multiple stakeholder and groups and your annual “state of the University” address

has been very well received. Ongoing conversations with the faculty Senate have been productive and I believe that your commitment to shared governance and candid and direct communication is well received by the faculty.

I appreciate and applaud your initiative in the areas of professional work-plan development for all direct reports. Your joint administration-Senate Task Force on Sexual Misconduct is a very important on-going effort that we will discuss at our annual evaluation meeting.

Your senior leadership team is excellent and of very high caliber. Last year's recruitment of Provost Andreas Cangellaris after a national search, together with the arrivals of Vice Chancellor for Student Affairs, Danita Young, Interim Vice Chancellor for Research, Susan Martinis, and Chief of Staff, Wanda Ward, have served to strengthen and diversify the senior management team at UIUC.

You have worked hard: to build community; to expand communication linkages on campus and within the community; to extend our research and development reach to Chicago and beyond; to participate in national and international settings; and to raise philanthropic funding. On the latter effort, you have directly led various highly successful fund-raising efforts, including the historic naming of the College of Engineering. It is very clear to me from this record fund-raising work that there is very significant external trust and confidence in UIUC leadership and direction.

Your energetic support for the system's DPI/IIN project had opened the door to very important opportunities for expansion of influence into Chicago and in multi-lateral partnerships. I thank you for your partnership on this key strategic initiative.

You continue to focus intensely on the student experience as our highest priority in a most principled manner – one that all can appreciate and acknowledge.

Significant campus upgrades are in the works, with many refurbishment and new buildings and facilities planned. The past 5 years have seen more than \$1B invested in campus upgrades and you are to be thanked for continuing this important process. The ground-breaking for the Siebel Design Center is particularly noteworthy, as is the opening of the Bruce B. Nesbitt African-American Cultural Center facility and the Smith football facility in Department of Intercollegiate Athletics (DIA). The combination of newly-approved capital funding for a quantum science initiative and the advanced IIN hub in Champaign-Urbana provides a magnificent testimony to the high and richly-deserved standing of UIUC in our state.

I am pleased to see that significant – perhaps even double digit - progress is being made in recruitment of our African American student body.

The quality of the university is extremely high, and you are clearly committed to maintain and extend its reach and renown both nationally and internationally. You support the key advocacy role and have participated actively and importantly in raising our visibility in Springfield, leading

to the current budget resolution and the extremely critical procurement reform, as well as the capital funding appropriation for the DPI. You have supported our longer-term legislative agenda and have been effective in building stakeholder support. Congratulations on the evident success of the Illinois Commitment program!

Your plans for next year are appropriate and timely and I continue to urge you to move forward assertively. Your work to develop a modern budget process for the University is important and I applaud the positive and transparent manner in which this critically important effort has been conducted.

Your emphasis on building diversity is incredibly important and, I believe, strongly supported on and beyond the campus. I believe that your system-wide leadership role will be very important, and I look forward to the plans emanating from this system-wide Alliance that you are leading. I thank you for your willingness to take on this system leadership role. There have been significant gains in rebuilding UIUC faculty diversity and numbers since the recession and the Targets of Opportunity (TOP) and Dual Career Academic Couples (DCAC) programs are clearly among the system's best practices. The several distinguished faculty recruitments that have been made within the new stellar faculty hiring program are also very encouraging, as are the recent dean and department head appointments.

You have worked with your team and have acted to address the budget in ways that support the student. The process, led by your provost, of developing a new budget model is underway and I support this critically important work. Faculty morale appears to be rebounding now that the budget impasse is in the rear-view mirror and I look forward to a discussion about faculty and staff morale as we seek to make further progress.

I recognize your growing influence nationally in various leadership and advisory board roles. I was delighted to learn from Dr. McPherson that you are on track to become APLU Board Chair and this national leadership role will reflect luster back on the entire University of Illinois System.

There is no question that you continue to face a number of tough challenges. I share the wide sentiment that you have done an excellent job in stepping up to address many long-standing and complex challenges in a relatively short period. You have provided both stability and perspective and I congratulate you. Please know that I and many of our colleagues are deeply appreciative of the selfless and thoughtful manner in which you have taken on these challenges. You have made significant progress and have put many (if not most) of the long-standing difficult issues on a healthful forward course, with energized leadership and momentum.

I have a few thoughts and suggestions for next year:

1. With your leadership and insights, we can become a national leader on the thorny topical questions of campus culture, student safety, first amendment, etc. It is just great to be working with you on these issues!
2. Build up your national leadership standing and role. This is a major asset for us!
3. Please continue to work closely and collaboratively with the University system leadership. Our flagship campus must lead the way and the fruitless territorial disputes that have occurred in the past only serve to slow progress and waste energy. I believe improving this relationship may be among your most significant contribution to date!
4. Continue modeling a visible and effective partnership with me in my role as system president. There are some among our staff, and in the community, who would like to project discord into that relationship (as well as the one involving upstate and downstate entities), given the events of years gone by. Our joint work is key to comity and performance!
5. Help me continue to work towards a graceful and effective reform of the System Offices and the URO programs, including your newly defined Alumni Association.
6. Please work intensively on the Research Park doubling plan and the growth in impact of Extension. Both of these projects are critical to the future. Congratulations on the Research Park transition to UIUC oversight, effected gracefully.
7. Continue your focus on Philanthropy and the planning and implementation of the new medical school which is certainly gaining momentum.
8. Continue to work effectively with shared governance, extending and supporting our base of faculty excellence.
9. As you are well aware, there are still important needs within the university system to clarify roles, responsibilities and communication pathways. Your participation in the Advancement Council and the "3+2" meetings is very important.
10. Student recruitment and faculty hiring go hand in hand and, I believe that both require serious attention in the next year to preserve and extend our leadership positioning within and beyond the state
11. Robert – I look forward to congratulating you in person for your hard work and for your many wonderful accomplishments this year! I look forward to future discussions about directions, approaches, problem areas, challenges – all focused on how to build and take advantage of the many opportunities for progress at the University of Illinois. Thank you for your support.



Timothy L. Killeen
President

7/12/19

Date



Robert Jones
Chancellor and Vice President

7/12/19

Date