

# Annual Presidential Evaluation (2019)

1. Development of five-year long-term operational and financial plan	Percent	Count
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

## 2. Comments

*Planning is going much better... Capital Plan is building to a 5+ year plan but will need annual updates. Operational plans are building toward a 5 year horizon; however, it needs to be at both the System and University level.*

*President Killeen has done an excellent job meeting his goals and providing stability to the University for the past five years.*

*The highly regarded team has done an outstanding job in this area.*

*Tim and team did a great job of leading in the midst of financial and political turbulence over the last half a decade.*

*There has been good progress on this but it needs to be reviewed with the board on a regular basis including actuals as compared to the plan.*

3. Comprehensive financial planning	Percent	Count
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

4. Capital plan	Percent	Count
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>

<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>5. Operational budget</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>6. Enrollment</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>7. Enrollment management</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>8. Affordability</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>9. Recruitment, general</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>10. Recruitment of underrepresented students</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>30%</b>	<b>3</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>11. Transfer student recruitment and success</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

<i>12. Faculty hiring, general</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>13. Minority faculty hiring</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>

<b>neutral</b>	<b>30%</b>	<b>3</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>14. Distinguished faculty hiring program</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>80%</b>	<b>8</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>15. Human capital investment</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>16. Leadership development programs</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*17. Comments*

*Leadership development for administrators and distinguished faculty hiring appear going very well. Recruitment is still an issue... emphasis is on diversity and inclusion but appears focused on race and ethnicity... "viewpoint diversity" is not included. We are a public institution... we need to provide access and recruit from all backgrounds and socioeconomic upbringings while maintaining and enhancing excellence among our faculty and among our students. Diversity and inclusion without maintaining and enhancing excellence is not appropriate for the future of the University of Illinois System.*

*There can be more done to recruit and retain minority students and faculty as the world we live in is more diverse now than ever. We must be leaders in this arena. We are doing well but can and should do better.*

*Affordability continues to be an issue, although our tuition is not now oppressive, we need to continue to find support for those in need. Progress has been made in minority student and faculty recruitment,, we need to increase the pace of change..*

*We do not have a single Latino/a dean at UIC. Few at UIUC, etc. The pipeline excuse cannot be the reason. We have to do a better job of recruiting African American male students.*

*Have had a number of excellent programs implemented such as the Distinguished Faculty program. Need a dashboard with the information on the categories listed here with the plans and actuals and should be available for the board*

<i>18. Advancements in development of Discovery Partners Institute (DPI)/ Illinois Innovation Network (IIN)</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>19. DPI/IIN funding path</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>20. DPI/IIN leadership</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>21. DPI/IIN collaborative activities</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>

<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>22. DPI/IIN hub development</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>23. Progress of PROSPER legislation</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>30%</b>	<b>3</b>

<i>24. Research Park</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>25. Research Park venture funding progress</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>26. Increase in companies at Research Park</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>27. Research Park funding</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>28. Research Park tech transfer activities</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

<i>29. Expanding connections with business/industry</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>30. Public-private partnerships</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>

<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

31. *Comments*

*Working very well from my perspective... but then again, I am biased!!! I am not up to speed on PROSPER*

*President Killeen is doing very well on this area.*

*The President's efforts here speak well for the University.*

*Land acquisition at the "78" for DPI seems stalled and complicated.*

*The progress and visibility in these initiatives is terrific. Need to continue to expand our connections with major companies*

<i>32. Achievement in growing funding/revenue</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>33. State funding</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>34. Researching funding</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>



<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*35. Philanthropic support* *Percent* *Count*

<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>80%</b>	<b>8</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

*36. Advancement activities/marketing* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*37. Student scholarships* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>60%</b>	<b>6</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*38. University/State compact* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>30%</b>	<b>3</b>

*39. State and federal government relations* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*40. Legislative advocacy visits* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*41. Impact on legislative bill proposals* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

*42. Federal agency engagement* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

*43. Coalition effectiveness and growth* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

44. Comments

While the FY 2019-2020 State budget was developed and approved with additional support for the U of I System including a significant capital budget; we must remember that the budget is not balanced, according to financial experts; the ever growing pension defecate has not been addressed; we are still at risk of needing to assume some responsibility for future pension funding; and the expected increase in state income tax has not been approved by the voters and if approved, will not provide funds for the promised capital and spending projections until FY2022 at the earliest. I believe we are at risk and need to be very prudent in our current and future spending plans.

Another area of outstanding performance.

The relationship with state government has been very well navigated, with the results to show for it. UIC has done a great job with advancement, marketing and brand improvement and awareness. The same needs to be done in Urbana,

45. Alumni engagement and support	Percent	Count
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

46. Reorganization of University of Illinois Alumni Alliance (UIAA)	Percent	Count
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

47. Illinois Connection advocacy/impact	Percent	Count
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>

<b>undecided</b>	<b>0%</b>	<b>0</b>
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<i>48. Global engagement</i>	<i>Percent</i>	<i>Count</i>
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<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>49. International marketing and engagement</i>	<i>Percent</i>	<i>Count</i>
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<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>50. Foreign alumni engagement</i>	<i>Percent</i>	<i>Count</i>
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<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>30%</b>	<b>3</b>

<i>51. Memorandums of understanding with institutions outside the U.S.</i>	<i>Percent</i>	<i>Count</i>
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<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

<i>52. Leadership among publics in higher education in the state of Illinois</i>	<i>Percent</i>	<i>Count</i>
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<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
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<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>0%</b>	<b>0</b>
<b>strongly agree</b>	<b>90%</b>	<b>9</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>53. Improvements in college readiness and outcomes</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>20%</b>	<b>2</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>54. Increased connections</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

55. Comments

*International outreach thru engagement and collaborations appears very strong and successful. I am not aware of what is being done in marketing internationally. I am not sure how the UIAA reorganization is functioning at the University and System levels... I suspect it is still being worked thru... perhaps we need an update. We also need an update on how the UIF is functioning at the System, University, and College levels, especially during and after the current campaign.*

*We can never spend too much time in this area, and although you might think that more can be done, an outstanding job has been done.*

*The international expansion and collaboration is great. The Urbana university needs to do more to re-engage with alumni...this has not been enough of a priority.*

<i>56. Aligning priorities</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>

<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>57. Strategic hires</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>60%</b>	<b>6</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>58. Financial decisions/approach</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>59. Succession planning</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>
<b>neutral</b>	<b>40%</b>	<b>4</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>0%</b>	<b>0</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

*60. Comments*

*Much progress has been made; however, I believe more work needs to be done below the System level*

*We could do more in the area of succession planning. More youthful engagement in University leadership is probably a goal over the next few years.*

*Avijit and the rest of the team have brought focus, and hence improvement, in this area.*

Need to be sure to have exceptionally qualified leadership team in all functions. Succession planning is not discussed at the board and it should be.

<i>61. Hostile environment and harassment</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>62. Sexual misconduct</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>10%</b>	<b>1</b>
<b>neutral</b>	<b>40%</b>	<b>4</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>63. Risk management</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>80%</b>	<b>8</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>64. Student travel abroad</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>60%</b>	<b>6</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

<i>65. Admissions process</i>	<i>Percent</i>	<i>Count</i>
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<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>30%</b>	<b>3</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>66. Box blind</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>0%</b>	<b>0</b>
<b>undecided</b>	<b>70%</b>	<b>7</b>

67. Comments

*While we are continuing to expand student enrollment at UIC & UIUC, we appear to need focus at UIS. Sexual misconduct, hostile environment, and freedom of speech appear to be a nationwide problem and we seem to have more than our share of these issues. I continue to believe we need to follow University of Chicago's lead in minimizing the importance of ACT and SAT scores during our admission process. I do not remember what "Box blind" refers to in admissions.*

*The Chief continues to be a problem, and these are very sensitive areas which will command our attention as we address them.*

*Need to ensure that we are not lowering the standards for our incoming students. Also need to wrap up the work of the subcommittee related to misconduct and harassment, and ensure we are being consistent and fair to ALL students.*

<i>68. Carle Illinois College of Medicine</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>



69. UIC John Marshall Law School	Percent	Count
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

70. Comments

*UIC Law school is just beginning... it has received approval... performance will be evaluated a few years from now. Carle Illinois Medical School is showing progress... we are not providing the financial support which was pledged by the System and UIUC during it's inception... a development person was hired... lets put full support behind the initiative and produce the funding which was promised.*

*The new 7 MRI could really be a game changer for the image of the University.*

*These are programs to be proud of.*

71. Undergraduate enrollment gains	Percent	Count
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>40%</b>	<b>4</b>
<b>agree</b>	<b>10%</b>	<b>1</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

72. Minority contracting goals	Percent	Count
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>20%</b>	<b>2</b>
<b>neutral</b>	<b>30%</b>	<b>3</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>73. Supplier diversity</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>20%</b>	<b>2</b>
<b>neutral</b>	<b>40%</b>	<b>4</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

*74. Comments*

*Again, lets be clear on the definition of diversity... it is more that race, creed, and gender... we need to be open and aggressive in recruitment of all individuals who are qualified to succeed as students within the U of I System. We need to increase our focus of finding and encouraging minority and diverse contractors and suppliers... as a public institution, we must put our needs out to bid, determine if the entity can meet our standards, and accept the lowest bid from qualified contractors and suppliers... we cannot improve our performance in achieving our minority and diversity goals if we cannot find qualified entities to participate in our required bidding process.*

*This is a work in progress*

*Need goals and reports of progress against the goals. Don't want to increase enrollment to the point it impacts the education experience including faculty to student ratios. Based on what I have heard we have not made progress we committed to with suppliers in terms of diversity. Again need a regular report of goals and results.*

<i>75. Expansion in care delivery models</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

<i>76. New centers</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>70%</b>	<b>7</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>

<b>undecided</b>	<b>10%</b>	<b>1</b>
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*77. Grants* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>30%</b>	<b>3</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

*78. Community impact* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

*79. Improvements in KPIs/ratings* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>60%</b>	<b>6</b>
<b>strongly agree</b>	<b>10%</b>	<b>1</b>
<b>undecided</b>	<b>30%</b>	<b>3</b>

*80. Comments*

*I am not well enough informed on these issues to provide quality feedback*

*The new Institute for Healthcare design suggest that efforts continue to be made to improve patient care. NCI Accreditation of the Cancer Center hopefully will occur.*

*81. Curriculum* *Percent* *Count*

<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>

<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>30%</b>	<b>3</b>
<b>undecided</b>	<b>10%</b>	<b>1</b>

<i>82. Public/government affairs</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>20%</b>	<b>2</b>
<b>strongly agree</b>	<b>70%</b>	<b>7</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>83. Performance in public policy research/reports</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>40%</b>	<b>4</b>
<b>strongly agree</b>	<b>50%</b>	<b>5</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

<i>84. Development programs for state political leaders</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>0%</b>	<b>0</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>10%</b>	<b>1</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>20%</b>	<b>2</b>
<b>undecided</b>	<b>20%</b>	<b>2</b>

**85. Comments**

*While I know we are putting a great deal of time, energy, and funds in support of civil engagement , especially at the System level, I wonder how deep our engagement is reaching below the executive and legislative leadership levels. While in Illinois, legislative leadership is a prime mover in most actions taken, perhaps more should be done at the caucus level, especially in a bipartisan way in the Illinois Caucus.*

*As best as I can tell, we are putting in an enormous amount of effort to improve these categories.*

*Edgar Fellows is a great program. We should offer every support possible.*

<i>86. Professional development activities</i>	<i>Percent</i>	<i>Count</i>
<b>strongly disagree</b>	<b>10%</b>	<b>1</b>
<b>disagree</b>	<b>0%</b>	<b>0</b>
<b>neutral</b>	<b>0%</b>	<b>0</b>
<b>agree</b>	<b>50%</b>	<b>5</b>
<b>strongly agree</b>	<b>40%</b>	<b>4</b>
<b>undecided</b>	<b>0%</b>	<b>0</b>

*87. Comments*

*The PELP , and now the APLP programs for faculty, and the personal efforts of the President for his own development should be commended.*

*President Killeen continues to make this a priority for himself.*

*89. Final comments:*

*I provided President Killeen with additional comments and suggestions after I received his FY 2019 Accomplishments Report in June, some of which have been including in my comments here and others were not included but are still relevant.*

*Keep up the great work!! Can't wait to see what's next!*

*Although a case may be made for the System being the most dynamic public university in the country, our rankings do not reflect that notion. UIUC being ranked 46th by US News, should be a concern, and this aspect should be more fully discussed at the Board Level*

*The measurable goals outlined previously need to be scored to see if appropriate gains have been made.*

*While there is always room for growth and improvement, the president has don a great job.*

*President Killeen has made significant progress on many of the goals he set for the university. He is approachable and open minded. The rigor around operational and financial matters has improved and should continue to do so, with regular dashboards available for the board. He also need to set very specific goals for the Chancellors and hold them accountable for the results.*