

Report Summary: Evaluation of President Timothy Killeen – FY19 performance

Board members evaluated the president on his performance tied to these points:

- I. Development of 5 yr long-term operational/financial plan**
- II. Progress in last 12 months in key operational areas:**
- III. Accomplishments from System Innovation Agenda**
- IV. Progress in Advocacy Agenda**
- V. Operational & Financial Sustainability**
- VI. Progress in Policy Goals**
- VII. Progress in new colleges**
- VIII. Diversity & Inclusiveness**
- IX. Healthcare**
- X. Civic Engagement**
- XI. Professional Development Activities**

The Board noted progress with both short-term and long-term financial and operational planning and implementation efforts and stated that the annual updates are important. The Board commended the president on his provision of stability during the financially turbulent times in recent years. Scores reflected progress toward the implementation of the strategic enrollment plan approved a few years ago. Continued work toward the specific goals is needed. Board members were pleased with the several leadership development and hiring initiatives and provided suggestions on diversity and inclusion, including “viewpoint diversity,” in these programming initiatives. Maintaining and enhancing excellence is always essential for the future of the University of Illinois system.

Trustees encouraged the president to do all that he can to foster the recruitment and retention of minority students and faculty, and for the University of Illinois system to be a national leader in this area. They encouraged him to continue to pursue his emphasis on affordability and push the pace of change while maintaining standards for incoming students. Board members would like to see dashboards of an array of key performance indicators with information on specific categories so that plans and actuals are regularly and more clearly reported. They considered the new distinguished faculty hiring program to be excellent. The Board praised the progress on and visibility for the Discovery Partners Institute and Illinois Innovation Network, and encouraged continued expansion of these initiatives by growing connections with corporate partners.

Achievements in growing revenue, funding, and marketing for the University were recognized by trustees, and the president’s legislative advocacy work and coalition building received high marks. Comments made by Board members noted that these relationships have been well

navigated, with resultant improvements evident. UIC's marketing and branding efforts were noted as particular positives.

While noting good results with the budget, a caution was extended regarding the issue of the State's pension deficit.

Outreach efforts were judged to be strong and successful through engagement and collaborations. The president was complimented on great work in this area and encouraged to continue to expand alumni engagement.

The Board saw progress with strategic decision-making and improved alignment of priorities, and asked for work to expand in the area of succession planning to assure an exceptionally qualified leadership team in all functions. The trustees noted that sexual misconduct, hostile environment, and freedom of speech are nationwide issues, and encouraged the president to complete work with misconduct/harassment task forces with guidelines and policies that are consistent and fair.

The Board commended progress on the newly developing colleges and asked for focused development of funding demonstrating full support for these young programs. There is further work that is needed to optimize support for minority/diverse contractors and suppliers process by the University. Trustees acknowledged that this is in progress and encouraged furthering the goals, documenting results, and upholding the necessary high standards required as a priority.

Overall, scores reflected support for the the president's leadership and contributions, with members noting progress and specific attainment on the specified goals.