

Annual Presidential Evaluation (2020)

Total submissions: 12

<i>1. Development of five-year long-term operational and financial plan</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	8%	1
disagree	0%	0
neutral	8%	1
agree	17%	2
strongly agree	58%	7
undecided	8%	1

2. Comments

This is not an easy forecast to make now considering the current economic situation with COVID-19.

I have not seen a five-year plan. It would be very nice to have one. I feel it would be helpful if that reflected the strategic priorities of the board.

President Killeen has done a wonderful job in developing a long term plan, unfortunately with the worldwide pandemic it became almost impossible to implement. That said the way he has made the university pivot in these crucial times is admirable.

<i>3. Comprehensive financial planning</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	58%	7
strongly agree	33%	4
undecided	0%	0

<i>4. Capital plan</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	33%	4

strongly agree	67%	8
undecided	0%	0

5. Operational budget *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	17%	2
strongly agree	75%	9
undecided	0%	0

6. Enrollment *Percent* *Count*

strongly disagree	0%	0
disagree	8%	1
neutral	8%	1
agree	25%	3
strongly agree	58%	7
undecided	0%	0

7. Enrollment management *Percent* *Count*

strongly disagree	0%	0
disagree	8%	1
neutral	8%	1
agree	33%	4
strongly agree	50%	6
undecided	0%	0

8. Affordability *Percent* *Count*

strongly disagree	0%	0
disagree	8%	1
neutral	25%	3
agree	42%	5
strongly agree	25%	3
undecided	0%	0

9. Recruitment, general *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	33%	4
strongly agree	58%	7
undecided	8%	1

<i>10. Recruitment of underrepresented students</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	50%	6
agree	33%	4
strongly agree	8%	1
undecided	8%	1

<i>11. Transfer student recruitment and success</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	50%	6
strongly agree	25%	3
undecided	17%	2

<i>12. Faculty hiring, general</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	67%	8
undecided	0%	0

<i>13. Minority faculty hiring</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	25%	3
agree	42%	5
strongly agree	17%	2
undecided	8%	1

14. Distinguished faculty hiring program	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	58%	7
undecided	8%	1

15. Human capital investment	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	25%	3
agree	33%	4
strongly agree	42%	5
undecided	0%	0

16. Leadership development programs	Percent	Count
strongly disagree	8%	1
disagree	0%	0
neutral	8%	1
agree	17%	2
strongly agree	58%	7
undecided	8%	1

17. Comments

I did not support increasing tuition in January. I believe we need to continue to increase initiatives to recruit prospective students from rural communities. Too many go out of state because they think net tuition will be lower and they have not been recruited by UIUC or UIC. UIS does a very good job of recruiting rural students.

We have made significant progress on financial planning, hiring new faculty and increasing enrollment without lowering the bar. We need to continue to move quickly on leaders that are not excelling in their roles, and also on improving diverse hires. We also need to go to the next level on operational efficiencies.

We continue to lack Latino representation on faculty and leadership.

In expanding the system's internal allocation to financial aid, it is no accident that enrollment has steadily increased under President Killeen's tenure.

Hispanic hires at a high level are lacking

18. Advancements in development of Discovery Partners Institute (DPI)/ Illinois Innovation Network (IIN)

	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	17%	2
strongly agree	67%	8
undecided	17%	2

19. DPI/IIN funding path

	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	17%	2
strongly agree	58%	7
undecided	8%	1

20. DPI/IIN leadership

	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	58%	7
undecided	8%	1

21. DPI/IIN collaborative activities

	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	50%	6
undecided	8%	1

<i>22. DPI/IIN hub development</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	42%	5
strongly agree	42%	5
undecided	8%	1

<i>23. Progress of PROSPER legislation</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	25%	3
agree	0%	0
strongly agree	42%	5
undecided	33%	4

<i>24. Research Park</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	50%	6
undecided	8%	1

<i>25. Research Park venture funding progress</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	0%	0
agree	33%	4
strongly agree	50%	6
undecided	8%	1

<i>26. Increase in companies at Research Park</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0

neutral	17%	2
agree	33%	4
strongly agree	33%	4
undecided	17%	2

27. *Research Park funding* *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	42%	5
strongly agree	33%	4
undecided	17%	2

28. *Research Park tech transfer activities* *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	42%	5
strongly agree	33%	4
undecided	25%	3

29. *Expanding connections with business/industry* *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	33%	4
strongly agree	50%	6
undecided	17%	2

30. *Public-private partnerships* *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	50%	6
undecided	17%	2

31. Comments

I am not up to date on PROSPER

Even with the many challenges we have had this year, President Killeen has continued to focus on the innovation initiatives that set us apart, bring in new companies, etc.

Again it's difficult to know what is being asked. I think it would be very helpful to have measurable metrics by which we can assess performance.

<i>32. Achievement in growing funding/revenue</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	58%	7
undecided	0%	0

<i>33. State funding</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	8%	1
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	50%	6
undecided	0%	0

<i>34. Researching funding</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	8%	1
agree	17%	2
strongly agree	67%	8
undecided	0%	0

<i>35. Philanthropic support</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0

disagree	0%	0
neutral	0%	0
agree	25%	3
strongly agree	67%	8
undecided	8%	1

<i>36. Advancement activities/marketing</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	8%	1
agree	50%	6
strongly agree	33%	4
undecided	0%	0

<i>37. Student scholarships</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	42%	5
strongly agree	42%	5
undecided	8%	1

<i>38. University/State compact</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	33%	4
undecided	25%	3

<i>39. State and federal government relations</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	8%	1
strongly agree	75%	9
undecided	17%	2

<i>40. Legislative advocacy visits</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	25%	3
strongly agree	58%	7
undecided	17%	2

<i>41. Impact on legislative bill proposals</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	25%	3
strongly agree	50%	6
undecided	8%	1

<i>42. Federal agency engagement</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	8%	1
agree	25%	3
strongly agree	42%	5
undecided	17%	2

<i>43. Coalition effectiveness and growth</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	17%	2
strongly agree	50%	6
undecided	25%	3

44. Comments

The COMPACT does not appear to be making progress... that is not from a lack of the President trying!!!

While we have made progress in terms of our branding, giving, and state funding we cannot take our eye off the ball as we need to continue to address these areas.

Same concern not sure what neutral means vs undecided. I think we have had some record gifts which is great! The state funding issue isn't really Tim's fault.

Effective student outreach in advocacy.

<i>45. Alumni engagement and support</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	33%	4
strongly agree	50%	6
undecided	0%	0

<i>46. Reorganization of University of Illinois Alumni Alliance (UIAA)</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	33%	4
strongly agree	25%	3
undecided	25%	3

<i>47. Illinois Connection advocacy/impact</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	50%	6
undecided	8%	1

<i>48. Global engagement</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	17%	2

strongly agree	58%	7
undecided	8%	1

49. International marketing and engagement *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	42%	5
strongly agree	25%	3
undecided	17%	2

50. Foreign alumni engagement *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	17%	2
strongly agree	25%	3
undecided	42%	5

51. Memorandums of understanding with institutions outside the U.S. *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	33%	4
strongly agree	42%	5
undecided	17%	2

52. Leadership among publics in higher education in the state of Illinois *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	17%	2
strongly agree	75%	9
undecided	8%	1

53. Improvements in college readiness and outcomes *Percent* *Count*

strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	17%	2
strongly agree	58%	7
undecided	25%	3

<i>54. Increased connections</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	50%	6
undecided	17%	2

55. Comments

Due to COVID-19, much of the global engagement initiatives have been limited

President Killeen has spent considerable time with government officials, having a point of view representing higher education, and being a role model in the pandemic. We need to continue to win the hearts and minds of our alumni.

Some of these really don't make sense. I think Tim genuinely tries to make connections with people and outside leaders. Barb is very helpful in this regard. Measurable metrics would be very important and objective here.

<i>56. Aligning priorities</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	42%	5
strongly agree	50%	6
undecided	8%	1

<i>57. Strategic hires</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2

agree	33%	4
strongly agree	42%	5
undecided	8%	1

<i>58. Financial decisions/approach</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	42%	5
strongly agree	50%	6
undecided	8%	1

<i>59. Succession planning</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	42%	5
agree	33%	4
strongly agree	0%	0
undecided	25%	3

60. Comments

I am not aware of current succession planning initiatives

Need to continue to look for cost savings across the three universities especially where there is duplication or a need to 'upgrade' the talent leading parts of the university.

Succession planning is very important, for both a planned and unplanned situations. I think it would be helpful if we understood what the strategy is on these fronts, otherwise we're just hiring and growing so we can say we are hiring and growing.

I checked neutral because I have not seen a succession plan. If one is available, please send it to me.

Glad to see new initiatives in investing in quality faculty

<i>61. Hostile environment and harassment</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	8%	1
disagree	0%	0
neutral	25%	3

agree	42%	5
strongly agree	25%	3
undecided	0%	0

<i>62. Sexual misconduct</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0
agree	42%	5
strongly agree	58%	7
undecided	0%	0

<i>63. Risk management</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	17%	2
agree	33%	4
strongly agree	25%	3
undecided	17%	2

<i>64. Student travel abroad</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	33%	4
strongly agree	25%	3
undecided	25%	3

<i>65. Admissions process</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	8%	1
disagree	0%	0
neutral	0%	0
agree	50%	6
strongly agree	33%	4
undecided	8%	1

66. Box blind	Percent	Count
strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	17%	2
strongly agree	25%	3
undecided	42%	5

67. Comments

I do not remember "Box blind"

There is still noise about anti-Semitism that needs to be addressed. We have made progress in admitting more students from the state.

Box blind? Hostile environment and harassment: This is a serious problem to our future. Our faculty have the right to a respectful work environment and right now the politics are eroding the collegiality and respect. We need to regain our above the fray mindsets and restore civil discourse.

68. Carle Illinois College of Medicine	Percent	Count
strongly disagree	8%	1
disagree	8%	1
neutral	0%	0
agree	33%	4
strongly agree	42%	5
undecided	8%	1

69. UIC John Marshall Law School	Percent	Count
strongly disagree	8%	1
disagree	0%	0
neutral	0%	0
agree	0%	0
strongly agree	92%	11
undecided	0%	0

70. Comments

While we continue to bring in new classes to the Carle Illinois College of Medicine, I am concerned about our fulfillment of the funding which UIUC committed to support the College

Great progress and what seems to be a very successful integration.

The CICOM is underfunded, we have not met our benchmarks that we're laid out in the funding agreement. This should be a top priority. We need to be the type of partner that we would love to partner with. Medical research is only going to get bigger and more robust, let's build and recruit and fund for the future!

John Marshall Law School is a huge coup for UIC and the system

<i>71. Undergraduate enrollment gains</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	25%	3
agree	42%	5
strongly agree	25%	3
undecided	0%	0

<i>72. Minority contracting goals</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	42%	5
agree	50%	6
strongly agree	0%	0
undecided	0%	0

<i>73. Supplier diversity</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	8%	1
neutral	33%	4
agree	50%	6
strongly agree	0%	0
undecided	8%	1

74. Comments

I have not kept up with our minority contracting and supplier diversity since leaving the AB&F Committee

Need more regular reporting in these areas.

This is a tough one Tim and Barb have put in great effort, but I'm not sure we are making significant headway.

I asked for a plan and detail breakdown at a board meeting half a year ago and it has yet to be received.

strong gains at UIC but none at UIUC or UIC

<i>75. Expansion in care delivery models</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	8%	1
disagree	0%	0
neutral	17%	2
agree	33%	4
strongly agree	33%	4
undecided	8%	1

<i>76. New centers</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	8%	1
disagree	0%	0
neutral	17%	2
agree	8%	1
strongly agree	67%	8
undecided	0%	0

<i>77. Grants</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	42%	5
strongly agree	42%	5
undecided	8%	1

<i>78. Community impact</i>	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	0%	0

agree	33%	4
strongly agree	58%	7
undecided	8%	1

79. Improvements in KPIs/ratings

	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	42%	5
strongly agree	33%	4
undecided	17%	2

80. Comments

The health system greatly contributed to the community this year.

We have built great infrastructure, but we might have enough. We may need to look at new and novel ways to move the needle other than brick and mortar.

81. Curriculum

	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	25%	3
agree	17%	2
strongly agree	42%	5
undecided	17%	2

82. Public/government affairs

	<i>Percent</i>	<i>Count</i>
strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	58%	7
undecided	8%	1

83. Performance in public policy research/reports

	<i>Percent</i>	<i>Count</i>
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strongly disagree	0%	0
disagree	0%	0
neutral	8%	1
agree	25%	3
strongly agree	67%	8
undecided	0%	0

84. Development programs for state political leaders Percent Count

strongly disagree	0%	0
disagree	0%	0
neutral	17%	2
agree	42%	5
strongly agree	17%	2
undecided	25%	3

85. Comments

Not aware of the Curriculum or the development programs for political leaders

No idea what you mean but Curriculum in this category or development for programs for political leaders.

86. Professional development activities Percent Count

strongly disagree	0%	0
disagree	0%	0
neutral	25%	3
agree	17%	2
strongly agree	58%	7
undecided	0%	0

87. Comments

I am not aware of development programs the President utilized in 2019-2020

Maybe I'm misunderstanding this question, but I think the president has fully developed professional skills at this point. He should stay current, and I think he does. He could help his faculty with their professional skills a little.

Nothing but positive feedback from APLP

88. Are there further comments you would like to provide?

President Killeen displayed significant leadership strength and perseverance this year but especially during the COVID-19 crisis. I am especially impressed with Dr. Jay Walsh, who President Killeen brought in from Northwestern!!! Leadership and decision making during a crisis truly demonstrates the values and decision making skills of a leader... President Killeen excelled during our crisis!!!

Tim has done a great job this year before the pandemic and even more so as the pandemic became a bigger and bigger issues. I am very proud of what he and his team have accomplished, and it has been great for the reputation of the university.

Thanks to Tim's leadership the UIUC campus and community are among the safest from COVID-19 spread.

President Killeen's leadership and ability to foster innovation and create alignment is evidenced by the System's, and each University's, handling of the Covid-19 pandemic, which is often cited as the best in the nation.

I appreciate, the opportunity to answer these. I think it would be very helpful if we had more objectively measured and performance metrics. I also think the board should decide which things it wishes to prioritize.

Overall, president Killeen is excellent. However, more progress needs to be made in the recruitment of Black students, Latino faculty and leaders, and procurement reporting is unclear and poorly presented.

Performance is improving in nearly all aspects, the system is well suited despite the challenges COVID-19 have presented.

President Killeen is doing a magnificent job keeping UI Systems top of field in every way. Would love to see more emphasis on recruitment, particularly of in state and students of color at all economic levels, not just disadvantaged students of color. Competition will be very tough in the coming years; we should increase our focus now. All other areas of impact are stellar!