

This memorandum shall serve as the FY 2021 Performance Review of University of Illinois System President Timothy Killeen.

The Trustees evaluated President Killeen on the on following performance criteria:

1. The president continually demonstrated a high level of integrity
2. The president demonstrated strong leadership in administering the University System, including choosing and developing the right leaders for the future, and maintained an effective working relationship with the chancellors and other internal University leaders.
3. The president implemented strategies to achieve continued success and excellence of the University of Illinois System
4. The president demonstrated appropriate effort and commitment to the student experience and academic success.
5. The president effectively managed available resources to enhance the academic opportunities for students.
6. The president has been able to implement strategies to increase applications, and when appropriate, admissions to the universities.
7. The president demonstrated a commitment to equity, diversity and inclusion through actions and programs.
8. The president effectively managed finances of the System and implemented appropriate financial protocols and systems at the University level. The president helped maintain a strong financial position of the System.
9. The president managed capital spending and the physical plan of the universities appropriately.
10. The president maintained a good working relationship with faculty (and the senates) and contributed to positive morale among faculty and employees.
11. The president presided over increased faculty research and grant funding.
12. The president developed and maintained relationships with donors, alumni, and friends of the University System that improved fundraising and increased other resources for the universities.
13. The president effectively advocated for the University of Illinois System with the governor, members of the Illinois General Assembly, Illinois Congressional delegation, and others in securing support for the University of Illinois System.
14. The president has shown appropriate knowledge and understanding of trends and issues in higher education and how the System should address them.
15. Overall, the president delivered on the mission of the System to enhance the public good in Illinois.
16. Overall, the president improved the reputation and renown of the System and its universities.
17. The president maintained a positive working relationship with the Board.

Evaluation Summary

President Killeen continues to exhibit the highest levels of integrity in leading the University of Illinois System.

The President has assembled a strong leadership team to lead the System and its Universities. Recent departures for President positions at other Universities indicate the regard President Killeen's team has throughout higher education. The Presidential Executive Leadership Program (PELP), which the board encouraged the development of several years ago, has had numerous successful graduates, that are now becoming leaders at the highest levels of the System and Universities. The board stands ready to work with the President on important succession planning for leadership positions that arise throughout the system.

Goals and strategies developed by the President have laid a solid foundation for continued excellence within the System and Universities. Emphasis on multidisciplinary education and research is a particularly strong point. His remarkable leadership and collaboration with the faculties in the development of the Shield testing program during the COVID pandemic are evidence of this, and have positioned the UI System in a positive light nationally.

The President has ensured that student success remains a focus of the Universities. This was particularly true during a year when most students were off campus and learning in a remote environment. He is committed to working with the board to manage resources to maintain college affordability across the system. Applications for admission to the Universities have grown overall and yielded record enrollment across the System.

President Killeen demonstrates a commitment to diversity, equity and inclusion. The board will continue to ask and work with the President to ensure that opportunities for under-represented students, diverse faculty/staff hiring, and MAFBE participation in construction projects all grow.

The overall fiscal health of the System is strong and is a credit to the President and his financial team for diligently managing resources during a time of crisis because of the COVID pandemic. System bond ratings have improved. Several new building projects and facility improvements at the Universities were accomplished over the last year. Capital planning is improved.

The Presidents relationship with the University Senate is extremely strong, as evidenced by the partnership in shared governance and the positive cooperation demonstrated in decisions around remote learning and returning to campus for in-person instruction.

The Universities continue to be national leaders in areas of discovery and research, attracting strong funding from federal and other external resources. The Discovery Partners Institute and the Illinois Innovation Network are attracting funding and external partnerships that will both strengthen these organizations and benefit the citizens of Illinois.

Relationships with alumni, donors, and friends of the System and Universities are good and improving. The current fundraising campaign in conjunction with the University of Illinois Foundation has exceeded its goals across the Universities.

The System has very positive relationships with the leaders in Springfield and Washington, D.C. The System has expanded the use of advocacy amongst alumni and friends to help carry the message of the impact the Universities. President Killeen has developed personal relationships and is well respected by governmental leaders at all levels. He is called upon routinely by political leaders for his expertise in higher education.

Overall, President Killeen has led the System effectively in fulfilling its mission for the citizens of Illinois. Under his leadership, the University of Illinois System is in a strong position, with its performance during the COVID crisis highlighted nationwide.