



UNIVERSITY OF ILLINOIS
Urbana-Champaign • Chicago • Springfield

The Board of Trustees
352 Henry Administration Building, MC-350
506 South Wright Street
Urbana, IL 61801

June 23, 2023

MEMORANDUM

This memorandum shall serve as the FY 2022 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 at the universities.
7. The president demonstrated a commitment to equity, diversity and inclusion through actions and programs.
8. The president effectively managed the 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 plant of the universities appropriately.
10. The president maintained a good working relationship with faculty (and the senates) and
 1. 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 and transparency in leading the University of Illinois System.

The president and his executive leadership team have effectively managed the work of the university and selected outstanding academicians and leaders for important positions across the system. The president has recruited and mentored leaders who are best in class in higher education, and the UI System is recognized as a great incubator of future leaders.

Organizational goals and strategies continue to lead to excellence across the System, with strong alignment between the Board, the President, and his leadership team. Growth in enrollment, research funding, and attracting top talent

are all strong indicators of effective organizational strategy and implementation. Under the President's leadership, affordable, high-quality educational experience returns incredible value to the state in terms of workforce development, innovation, and economic development.

The President's commitment to diversity, equity and inclusion remains clear, and continued progress towards greater enrollment of African American students is a critical focal point at all three Universities. Focused attention on diversity, equity and inclusion across all facets of System operations is essential.

President Killeen and System leaders have had great success managing the financial position of the University System. Growth in state investment and improvements in bond ratings are strong indicators of successful fiscal stewardship. Capital investing is significant and impressive, bringing value to each University in delivering on mission. Strategies for fiscal management and capital investments are well aligned with the Board, and continue to be a strength under the President's leadership.

President Killeen has maintained a high level of professionalism while providing a positive working environment with the entire Board of Trustees. A positive and constructive working relationship with University Senates continues under his leadership.


Across the system, global leadership in discovery, research and innovation are evidenced by record levels of grant funding. The President presides over ongoing efforts to attract new funding and build new partnerships taking advantage of the Discovery Partners Institute as it grows operationally, and the DPI building moves closer to becoming a reality.

President Killeen has successfully established new partnerships globally, expanding the Universities' reach and impact. Alumni networks continue to strengthen and expand in part to the President's ability to effectively tell our stories of success and find common ground with potential partners.

President Killeen is an effective advocate on behalf of the University of Illinois System, capably demonstrating the economic benefit to the state and positioning the System as a critical component to the health of the state across multiple dimensions. Efforts to leverage alumni and grassroots supporters in Springfield and Washington DC are notably successful.

President Killeen demonstrates a deep understanding of trends in higher education and applies that knowledge across many facets of his leadership at Illinois. Future trends in higher education are of keen interest to both Board and Leadership, demonstrating ongoing alignment and opportunity of transformative partnership in future strategy development. The entire System is positioned to continue as a leader in higher education.

Overall, President Killeen is leading the entire System in delivering affordable education, discovery and innovation, and economic development and growth in partnership with state government and private industry. The University of Illinois System leads from a position of strength, with a growing international reputation for excellence.


Donald Edwards, Chair
University of Illinois Board of Trustees

June 23, 2023
Date