



UNIVERSITY OF ILLINOIS
Urbana-Champaign • Chicago • Springfield

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

October 15, 2024

MEMORANDUM

This memorandum shall serve as the FY 2023 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 contributed to the 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, earning respect and trust at all levels of the institution.

The president has solidified his executive leadership team, who together have effectively managed the work of the university. The president has recruited and mentored exemplary leaders from inside the organization and from across higher education, resulting in a university system that is widely recognized as best-in-class and as a great incubator of future leaders.

Strategic initiatives and forward-thinking approaches have resulted in significant advancements in academics, research, and community development, supported and enhanced by the continued alignment between the Board, the President, and his leadership team. The President has achieved significant success in fostering research and educational partnerships abroad. Strategic growth of international partnerships, steady growth of enrollment, and impressive successes in expanding research funding are all strong indicators of effective organizational strategy and implementation, delivering impressive value to the state through workforce development, innovation, and economic development, all under the President's leadership.

The academic reputation of the UI System has flourished under the guidance of the President and Chancellors and their leadership teams. Innovative programs have attracted and retained top faculty and recruited the best and brightest students to Illinois. The President has led a leadership team whose attention remains focused on our commitment to diversity through growth in student enrollment and strategic deployment of faculty recruitment programs. Continued progress towards greater enrollment of underrepresented students must be a critical focal point at all three Universities. A tenth straight year of record growth in enrollment is a strong indicator of the President's commitment to access and affordability to higher education and signals strength of the UI System's academic reputation.

President Killeen and System leaders have had continued 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 that supports a consistent fiscal stability and continued affordability of a college education. Capital investing is significant, impressive, and continues to be a strength under the President's leadership.

President Killeen continues to maintain a positive working relationship with the faculty senates and demonstrates a commitment to shared governance. He is attentive and regularly engaged in cultivating a professional and positive working relationship with the entire Board of Trustees.

Excellence in research and innovation are readily apparent, with notable achievements in health care innovation and an ongoing commitment to improving health equity and access. Growth in grant funding continues to be a hallmark of the quality and impact of the research enterprise across the University of Illinois System under the President's steady guidance.

President Killeen continues to be successful cultivating global partnerships and identifying new international opportunities, forging new research and educational partnerships that enhance the University's reach and impact. The President has expanded advancement activities with strong positive results in philanthropic giving, in part leveraging strong Alumni networks.

President Killeen has been a diligent and effective advocate on behalf of the University of Illinois System, successfully communicating the multiple ways in which public higher education brings economic benefit to the state. Efforts to leverage alumni and grassroots supporters in Springfield and Washington DC are important to this successful advocacy. A notable increase in fiscal year 2023 state appropriations signals the effectiveness of advocacy efforts under the President's leadership.

President Killeen and his leadership team have been highly effectively working with the Board of Trustees to cultivate shared understanding of trends in higher education, which is strongly supportive of maintaining alignment and fostering partnership and enhancing the positioning of the University of Illinois System as a leader in higher education.

Overall, President Killeen effectively leads a best-in-class University System that delivers affordable education, leads discovery and innovation, and makes strong contributions to economic development and growth in Illinois. President Killeen builds and maintains close partnership with state government and private industry which has resulted in continued strengthening of the University of Illinois System international reputation for excellence.



Donald Edwards, Chair
University of Illinois Board of Trustees

October 15, 2024
Date