

DATE: January 13, 2021

TO: President Larry H. Dietz

FROM: Julie Annette Jones, Chairperson
Board of Trustees of Illinois State University

RE: FY 2020 Performance Review

This memorandum shall serve as the FY 2020 Performance Review of President Larry Dietz. The Performance Review is a compilation of the 2020 performance evaluations received by the Board of Trustees from President Dietz's direct reports, member of the Academic Senate and the individual members of the Board of Trustees.

Conclusion: The Board of Trustees finds the President Dietz's overall performance in FY 2020 exceeded expectations and that he met and/or exceeded most of his FY 2020 goals.

The Trustees evaluated President Dietz on the following performance criteria:

1. Enroll, retain, and graduate diverse and academically motivated students that reflect the state's population.
2. Work with the Board of Trustees to develop a Legislative Advocacy Plan and implement the plan in coordination with the Board, Director of Governmental Relations, and key university officials.
3. Conduct a communications audit.
4. Continue to review academic and co-curricular opportunities for students to provide academically challenging coursework and out-of-class experiences that prepares students for success.
5. Continue to foster an inclusive campus environment characterized by cultural understanding, ethical behavior, and social justice.
6. Attract and retain exceptional faculty and staff.
7. Continue to maintain campus facilities, construct new facilities as needed and as funds are available, and pursue real estate opportunities contiguous to campus and advantageous to the University.

8. Continue to provide leadership for Redbirds Rising: The Campaign for Illinois State and develop fundraising plan to follow Campaign.

The Trustees noted that President Dietz exceeded expectations on goals 1, 4, 7 and 8 above. The Trustees felt also felt there was admirable progress on goals 3 and 6 and improvement was needed on goals 2 and 5.

The Trustees commend President Dietz for the exceptional job he has done providing strong, steady leadership to Illinois State University during this pandemic. An example where this is reflected is the University maintaining strong student enrollment even during this unprecedented time.

President Dietz has made efforts to work with the students, faculty and staff when advised of concerns they have regarding the University. One such concern is Diversity and Inclusion. President Dietz appointed an Interim Assistant to the President for Diversity and Inclusion. Additionally, as part of the goal to physically reflect Illinois State's value of Diversity and Inclusion, a project was initiated to renovate the former Instructional Technology and Development Center building into a new Multicultural Center which will provide opportunities for research and scholarship, support of faculty and staff affinity groups, along with alumni engagement.

At a time where many universities are simply trying to maintain, Dr. Dietz is focused on advancement at Illinois State University with projects such as the completion of the Bone Student Center addition and renovation project, continuing the Cyber Security project at Julian Hall and planning for the implementation of a new Engineering Degree Program.