

DATE: October 17, 2018

TO: President Larry H. Dietz

FROM: Rocky Donahue, Chairman
Board of Trustees of Illinois State University

RE: FY 2018 Performance Review

This Memorandum shall serve as the FY 2018 Performance Review of President Larry Dietz. The Performance Review is a compilation of the 2018 performance evaluations received by the Board of Trustees from President Dietz's direct reports, members of the Academic Senate and the individual members of the Board of Trustees.

Conclusion: The Board of Trustees finds that President Dietz's overall performance in FY2018 exceeded expectations and that he met and/or exceeded most of his FY 2018 goals.

The Trustees evaluated President Dietz on the following performance criteria:

1. The Board shall have the opportunity to review and evaluate the draft plan of Educate Connect Elevate: The Strategic Plan for ISU before it is finalized, review comments from the forums and online surveys, and ask questions before the updated plan is presented to the Board for final approval.
2. The Board shall be notified if the Campus Master Plan is being updated or updating is under consideration. The Board shall have the opportunity to review the draft plan before it is finalized and ask questions before the updated plan is presented to the Board for final approval.
3. President Dietz shall (i) define Student Success at ISU, and (ii) develop a strategy for achieving Student Success. Student Success shall include enrollment, average ACT scores, average GPA, retention rates and graduation rates.
4. Five year financial forecast. The 5-year financial forecast shall be presented to the Board and all material assumptions.
5. President Dietz shall (i) identify the goals for the University's legislative advocacy efforts at the state and federal levels, and (ii) develop a strategy for achieving these goals.
6. President Dietz shall develop (i) an annual goal for the Capital Campaign, and (ii) annual goals for (a) gift production and (b) the number of alumni donors using the categories shown on the ISU Foundation Fact Sheet for FY 2017.

7. President Dietz shall develop (i) a plan for preparing current senior level employees for advancement, and (ii) a succession plan for Dietz's direct reports.
8. President Dietz shall present a Risk Management Assessment to the Board. The Risk Management Assessment shall include (i) a plan for Presidential succession, (ii) the Employee Development Plan (Item 7), (iii) a crisis management plan (including a plan for notification of the Board), (iv) a risk mitigation strategy for cyber threats, and (v) an emergency response plan.
9. President Dietz shall develop a dashboard for Items 3, 4, 5 and 6.

The Trustees noted that President Dietz exceeded expectations on goals 1, 2, 3, 4, and 6 above. The Trustees also felt there was admirable progress on goals 5 and 8 and improvement was needed on goals 7 and 9.

The Trustees also noted that President Dietz was a relentless advocate for ISU with state and national government stakeholders and a leader for his work in collaboration with the other presidents of Illinois public universities. The Trustees also commended President Dietz for his work with INTO, the new cyber security program, and his excellent relationships within the Bloomington-Normal community.