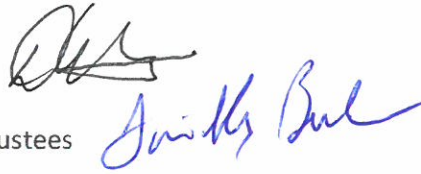


MEMO: August 14, 2018

TO: Dr. David Glassman, President EIU

FROM: Tim Burke, Chair, EIU Board of Trustees

SUBJECT: 2018 Performance Review

Handwritten signatures in blue ink. The first signature is "David Glassman" and the second is "Tim Burke".

This document recaps the Board of Trustees' evaluation of your performance for the school year ended June 30, 2018 as well as our discussion of today.

As part of the annual review, the Board reviewed your performance self-assessment at its June 23<sup>rd</sup> meeting. Your self-assessment provided the Board with an excellent summary of the many issues EIU has faced in the last 3 fiscal years due to State fiscal issues; the immediate steps taken to minimize the long term negative impact on EIU of those issues and the plan to make EIU thrive in the future. The more prominent items in the self- assessment were the increased emphasis on government relations; the significant reduction in on-going expenses; changes in senior leadership, the vitalization project and the tremendous efforts in marketing, branding and enrollment management.

During the Board's discussion on your performance, all comments were very positive as to your performance. All thought you are clearly the right person to be EIU's CEO in these challenging times. The effort you put forward is admirable. You have balanced being Mr. Inside and Mr. Outside. You have addressed and resolved some difficult lingering issues in personnel, athletics and physical plant operations. You have worked well with all constituencies and strongly promote success through teamwork.

On a strategic level, the vitalization project has been a huge success and should have long term positive impacts on EIU. Your emphasis on marketing and branding has shown positive results. Hiring Jay Gatrell as the new provost brings a high level of energy to that position at a crucial time. Promoting/recognizing Ryan Hendrickson, Kelly Miller and Josh Norman for their efforts and successes has also been very important to EIU.

The Board does have concerns as to the number of high level positions yet to be filled at EIU. We recognize that there must be a thoughtful approach to filling these positions. Still, filling these positions will enable you to spend your time in more strategic areas that will benefit EIU. Also, you need to stay close to the state university funding allocation process as it works its way through government committees.

The Board enthusiastically supports the 2019 Goals you detailed in your self-assessment:

- Balancing revenues and expenses
- Increasing freshman enrollment
- Continue emphasis on Vitalization project
- Filling leadership roles in University Advancement, College of Health and Human Services, Lumpkin College and General Counsel ( this has been accomplished)

- Properly resource the integrated student recruitment plan
- Manage intercollegiate athletics to desired results
- Evaluate a 4 year nursing program
- Rebuild the university advancement staff
- Champion University Vitalization

In summary, the Board is very pleased with your performance and is confident that we have the right leader in place to guide EIU in the years ahead. The projections for the 2018 incoming freshman class further evidence the results of your team's efforts. We further believe that your 2019 goals are very appropriate for EIU.

If you have any questions about this evaluation or require assistance from the Board in any matter, please contact us.