

DATE: February 17, 2026
FROM: Dr. Kathryn Bohn, Chairperson
Board of Trustees of Illinois State University
RE: Annual Presidential Performance Evaluation

This memorandum shall serve as the annual Presidential Performance Evaluation (“Performance Evaluation”) of Illinois State University President Aondover Tarhule for the time period from March 18, 2024 to June 30, 2025. The Performance Evaluation is a compilation of the performance evaluations received by the Board of Trustees from President Tarhule’s direct reports, members of the Academic Senate and the individual members of the Board of Trustees.

This memorandum will be posted on the Board’s website and shall serve as a written record of President Tarhule’s annual performance evaluation.

Conclusion: The Board of Trustees finds that President Tarhule’s overall performance for the time period from March 18, 2024 to June 30, 2025 exceeded expectations and that he met and/or exceeded most of his goals and objectives as established.

The Board of Trustees evaluated President Tarhule on the following goals, objectives and criteria:

1. The President developed and maintained relationships with donors, alumni, and community partners that improved fundraising and increased other resources for the University. He was successful in securing four 7-figure gifts and presided over a record-setting fundraising year in FY25.
2. The President implemented a new three-year budget forecasting process and successfully converted a forecasted \$9 million deficit for FY 25 into a balanced budget, helping to maintain a strong financial position of the University.
3. The President effectively managed the finances of the University and implemented appropriate financial protocols and systems at the University.
4. The President accomplished filling interim leadership positions at the University, including the Vice President for Academic Affairs and Provost, the Vice President for Finance and Planning, and the Athletic Director. The President demonstrated effective leadership in choosing the right leaders for the future and maintaining an effective working relationship with others.
5. The President demonstrated appropriate effort and commitment to the student experience and academic success. Despite this success, the President recognizes the need for more attention in the area of student retention particularly as it relates to the underserved, and to increase the 4-year graduation rate.

6. The President presented a proposal to move the South Campus Housing project forward. Despite accomplishing this goal, the President recognizes that there is much work to be done to address the housing needs of the students.
7. The President secured an executive coach and demonstrated a commitment to professional development.
8. The President effectively developed measurable metrics and targets for each goal in the strategic plan, Excellence by Design.
9. The President effectively advocated for Illinois State University with the Governor, members of the Illinois General Assembly and others in securing support for the University.
10. The President has implemented strategies and managed available resources to ensure the College of Engineering and the Data Science Program take off on time.
11. The President has presided over an increase in total student enrollment in Fall 2025, marking the fourth consecutive year of growth, a notable achievement at a time when most public universities in Illinois and several other Midwest states face declining enrollments.
12. The President maintained a positive working relationship with the Board and has focused the Board on matters that need attention or improvement.
13. The President maintained a good working relationship with the faculty and employees on an overall basis. However, the President recognizes a need to do more to foster collaboration with his leadership, faculty and employees and to improve morale.
14. The President has demonstrated strong personal characteristics and values, aligning well with the leadership role and institutional mission.
15. The President has demonstrated resilience in solving difficult problems and reaching goals. He demonstrates honesty and integrity.

The Board of Trustees appreciates President Tarhule's dedication and commitment to the University and looks forward to his continued leadership.