

Board Meeting  
January 20, 2011

AMEND MULTIYEAR CONTRACT WITH DIRECTOR OF INTERCOLLEGIATE  
ATHLETICS, CHICAGO

**Action:** Approve Amendment to Multiyear Employment Contract with Director of Intercollegiate Athletics

**Funding:** Institutional Funds Operating Budget, Division of Intercollegiate Athletics

James D. Schmidt has been employed as Director of the Division of Intercollegiate Athletics at Chicago under a multiyear contract since January 1997. On May 23, 2001, the Board approved an amendment to the employment contract extending its term through January 19, 2007. Most recently, on November 9, 2006, the Board approved a second amendment to the employment contract extending its term through January 19, 2012.

The Vice President, University of Illinois and Chancellor of Chicago campus recommends Mr. Schmidt's employment contract now be extended through January 23, 2014. His annual salary will be increased on January 24, 2011, by 5 percent of his current base salary to \$200,566. Thereafter, the Vice President, University of Illinois and Chancellor of Chicago campus or their designee will meet with Mr. Schmidt prior to January 24 of each year of the term of the extended employment contract to evaluate Mr. Schmidt's performance and may recommend an adjustment to Mr. Schmidt's annual salary, which will be processed in accordance with normal

procedures for salary adjustments for academic professional employees of the University. Funds are available in the Institutional Funds Operating Budget of the Division of Intercollegiate Athletics.

Mr. Schmidt will have the opportunity to receive additional compensation of \$10,000 in each year of the term of the extended employment contract in which he generates at least \$100,000 in new private giving revenue for the Department of Intercollegiate Athletics, as set forth in the employment contract. Additional compensation will be paid from the newly generated revenue.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The President of the University concurs.