

Board Meeting
March 15, 2012

REVISED -- page 13

APPOINTMENTS TO THE FACULTY, ADMINISTRATIVE/PROFESSIONAL
STAFF, AND INTERCOLLEGIATE ATHLETIC STAFF

APPOINTMENTS TO THE FACULTY

According to State statute, the student trustee will not vote on those items marked with an asterisk.

The following new appointments to the faculty at the rank of assistant professor and above, and certain administrative positions, have been approved since the previous meeting of the Board of Trustees and are now presented for your confirmation.

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.

URBANA

College of Business

Timothy David Bauer, Assistant Professor of Accountancy, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$180,000, beginning December 16, 2011.

Former Position: Lecturer in Accountancy, College of Business, University of Illinois at Urbana-Champaign (since 2011)

Education

University of Waterloo, Ontario, Canada, B.A., 2002; M.A.S., 2003; Ph.D., 2011

Mathias Kronlund, Assistant Professor of Finance, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$190,000, beginning December 16, 2011.

Former Position: Lecturer in Finance, College of Business, University of Illinois at Urbana-Champaign (since 2011)

Education

Helsinki University of Technology, Finland, M.Sc., 2006
University of Chicago, Illinois, Ph.D., 2011

College of Engineering

Ann Catrina Bryce, Professor of Electrical and Computer Engineering, on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$125,000, beginning January 3, 2012; and continuing as Q probationary faculty for three years beginning August 16, 2012.

Former Position: Professor of Photonics, Department of Electronics and Electrical Engineering, University of Glasgow, Scotland, United Kingdom (since 2005)

Education

University of Glasgow, Scotland, United Kingdom, B.Sc., 1978; Dip.Ed., 1983; Ph.D., 1987
University of Dundee, Scotland, United Kingdom, M.Sc., 1979

John Michael Dallesasse, Associate Professor of Electrical and Computer Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$125,000, beginning January 1, 2012; and continuing as Q probationary faculty for four years beginning August 16, 2012.

Former Position: Chief Technology Officer and Vice President, Co-Founder, Skorpios Technologies, Inc., Albuquerque, New Mexico (since 2010)

Education

University of Illinois at Urbana-Champaign, B.S., 1985; M.S., 1987; Ph.D., 1991

***Paolo Gardoni**, Associate Professor of Civil and Environmental Engineering, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$120,000, beginning January 16, 2012.

Former Position: Associate Professor, Zachry Department of Civil Engineering, Texas A & M University, College Station (since 2009)

Education

Politecnico di Milano, Italy, Laurea, 1997
The University of Tokyo, Japan, M.Eng., 1997
University of California-Berkeley, M.A., 2001; Ph.D., 2002

Jeremy S. Guest, Assistant Professor of Civil and Environmental Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$85,000, beginning December 16, 2011.

Former Position: Rackham Graduate School Predoctoral Fellow, University of Michigan-Ann Arbor (since 2010)

Education

Bucknell University, Lewisburg, Pennsylvania, B.S., 2005
Virginia Polytechnic Institute and State University, Blacksburg, M.S., 2007
University of Michigan-Ann Arbor, Ph.D., 2011

Alexander Olshevsky, Assistant Professor of Industrial and Enterprise Systems Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$85,000, beginning January 5, 2012.

Former Position: Postdoctoral Associate, Department of Mechanical and Aerospace Engineering, Princeton University, New Jersey (since 2010)

Education

Georgia Institute of Technology, Atlanta, B.S. (Applied Mathematics), 2004; B.S. (Electrical and Computer Engineering), 2004
Massachusetts Institute of Technology, Cambridge, M.S., 2006; Ph.D., 2010

Robert Pilawa, Assistant Professor of Electrical and Computer Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$90,000, beginning January 1, 2012.

Former Position: Research Assistant, Ph.D. Candidate, Laboratory for Electromagnetic and Electronic Systems, Massachusetts Institute of Technology, Cambridge (since 2007)

Education

Massachusetts Institute of Technology, Cambridge, B.S. (Physics), 2005;
B.S. (Electrical Engineering and Computer Science), 2005; M.Eng., 2007; Ph.D., 2011

Cassandra J. Rutherford, Assistant Professor of Civil and Environmental Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$87,000, beginning December 16, 2011.

Former Position: Graduate Research Assistant, Department of Civil Engineering, Texas A & M University, College Station (since 2005)

Education

Texas A & M University, College Station, B.S., 2002; M.S., 2004; Ph.D., 2012

Liang Yang, Assistant Professor of Physics, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$87,500, beginning January 16, 2012.

Former Position: Research Associate, Stanford Linear Accelerator Center (SLAC)
National Accelerator Laboratory, Menlo Park, California (since 2007)

Education

Yale University, New Haven, Connecticut, B.S., 1999
Harvard University, Cambridge, Massachusetts, Ph.D., 2006

Graduate School of Library and Information Sciences

Jana Diesner, Assistant Professor, Graduate School of Library and Information Science, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$78,000, beginning January 16, 2012.

Former Position: Siebel Scholar, School of Computer Science, Carnegie Mellon University, Pittsburgh, Pennsylvania (since 2010)

Education

Technische Universität Dresden, Germany, Magister Artium (M.A.), 2003
Carnegie Mellon University, Pittsburgh, Pennsylvania, M.S., 2007

College of Liberal Arts and Sciences

Zachary A. Cheviron, Assistant Professor of Animal Biology, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$68,000, beginning January 16, 2012.

Former Position: Postdoctoral Fellow, School of Biological Sciences, University of Nebraska-Lincoln (since 2010); and Senior Research Fellow, Center for Tropical Research, Institute of the Environment, University of California-Los Angeles (since 2010)

Education

University of Evansville, Indiana, B.S., 2000
Illinois State University, Normal, M.S., 2003
Louisiana State University and Agricultural and Mechanical College, Baton Rouge, Ph.D., 2008

Steven Andrew Culpepper, Assistant Professor of Statistics, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$78,000, beginning January 1, 2012.

Former Position: Assistant Professor of Mathematical and Statistical Sciences, University of Colorado at Denver and Health Sciences Center (since 2008); and Visiting Scholar, Department of Management and Entrepreneurship, Kelley School of Business, Indiana University Bloomington (since 2010)

Education

Bowling Green State University, Ohio, B.S., 2001

University of Minnesota-Twin Cities, Minneapolis, Ph.D., 2006

Christine Taitano DeLisle, Assistant Professor, American Indian Studies Program, probationary faculty on initial/partial term appointment, on an academic year service basis, on 75 percent time, at an annual salary of \$48,750, beginning January 1, 2012; and Assistant Professor, Gender and Women's Studies Program, probationary faculty on initial/partial term appointment, on an academic year service basis, on 25 percent time, at an annual salary of \$16,250, beginning January 1, 2012, for a total salary of \$65,000.

Former Position: Lecturer, Program in American Culture Asian/Pacific Islander American Studies, University of Michigan-Ann Arbor (since 2011)

Education

University of California-Berkeley, B.A., 1991

University of Guam, Mangilao, M.A., 2001

University of Michigan-Ann Arbor, Ph.D., 2008

Jonathan Greenberg, Assistant Professor of Geography, School of Earth, Society, and Environment, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$71,000, beginning January 1, 2012.

Former Position: Assistant Project Scientist, Department of Land, Air and Water Resources, University of California-Davis (since 2010)

Education

Boston University, Massachusetts, B.A., 1996

University of California-Davis, Ph.D., 2004

Caroline Hyo Jung Yang, Assistant Professor, Asian American Studies Program, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$61,500, beginning January 1, 2012.

Former Position: Visiting Assistant Professor, Asian American Studies Program (since 2009) and Visiting Assistant Professor of English (since 2010), College of Liberal Arts and Sciences, University of Illinois at Urbana-Champaign

Education

University of California-Berkeley, B.A., 1998

Boston College, Chestnut Hill, Massachusetts, M.A., 2001

University of Washington, Seattle, Ph.D., 2007

Emeriti Appointments

John B. Braden, Professor Emeritus of Agricultural and Consumer Economics, January 1, 2012

Mary Kathleen Buetow, Clinical Professor Emerita of Pediatrics, College of Medicine at Urbana-Champaign, September 1, 2009

Arthur L. DeVries, Professor Emeritus of Animal Biology, May 31, 2011

Charles G. Miller, Professor Emeritus of Microbiology, February 1, 2012

Ditlev Monrad, Professor Emeritus of Statistics, January 1, 2012

Steven T. Sonka, Professor Emeritus of Agricultural and Consumer Economics, August 1, 2011

Benjamin W. Wah, Professor Emeritus of Electrical and Computer Engineering,
January
1, 2012

Out-of-Cycle Promotion

Promotion in Academic Rank and Change in Tenure:

James F. Hahn, from Assistant Professor of Library Administration, University Library, to the rank of Associate Professor of Library Administration, on indefinite tenure, effective March 16, 2012

Retiree hired permanently via an open search

Glen L. Whitmer, Coordinator of Finance and Administrative Affairs, Office of Undergraduate Admissions, non-tenured, on a twelve-month service basis, on 40 percent time, at an annual salary of \$33,000, beginning March 16, 2012.

Mr. Whitmer retired as Director of Budget and Human Resources, Campus Information Technologies and Educational Services in 2009.

CHICAGO

College of Engineering

Junxia Shi, Assistant Professor of Electrical and Computer Engineering, probationary faculty on initial/partial term appointment, on an academic year service basis, on 100 percent time, at an annual salary of \$88,000, beginning January 1, 2012.

Former Position: Postdoctoral Research Associate, Department of Electrical and Computer Engineering, Cornell University, Ithaca, New York (since 2010)

Education

Tianjin University, China, B.A. (Law), 1999; B.E. (Chemical Engineering), 1999
The University of Alabama, Tuscaloosa, M.S., 2005
Cornell University, Ithaca, New York, Ph.D., 2010

College of Medicine at Chicago

Yoon Soo Park, Assistant Professor of Medical Education, College of Medicine at Chicago, probationary faculty on initial/partial term appointment, on a twelve-month service basis, on 100 percent time, at an annual salary of \$69,500, beginning January 16, 2012.

Former Position: Evaluation Data Specialist, Columbia Regional Learning Center, Mailman School of Public Health, Columbia University in the City of New York, New York (since 2010)

Education

Colgate University, Hamilton, New York, B.A., 2003
Columbia University in the City of New York, New York, M.S., 2009; Ph.D., 2011

School of Public Health

***Lisa M. Powell**, Professor, Division of Health Policy and Administration, School of Public Health, on indefinite tenure, on an academic year service basis, on 60 percent time, at an annual salary of \$98,400, beginning August 16, 2012; and Research Professor, Institute for Health Research and Policy, School of Public Health, non-tenured, on an academic year service basis, on 40 percent time, at an annual salary of \$65,600, beginning August 16, 2012, for a total salary of \$164,000.

Former Position: Senior Research Scientist, Institute for Health Research and Policy, School of Public Health (since 2007), and Adjunct Research Professor of Economics, College of Liberal Arts and Sciences (since 2010), University of Illinois at Chicago

Education

University of Toronto, Canada, B.S., 1988

Queen's University at Kingston, Ontario, Canada, M.A., 1990; Ph.D., 1995

Ronald Coady Wing, Assistant Professor, Division of Health Policy and Administration, School of Public Health, probationary faculty on tenure track year one, on an academic year service basis, on 65 percent time, at an annual salary of \$58,500, beginning January 9, 2012; and Research Assistant Professor, Division of Health Policy and Administration, School of Public Health, non-tenured, on an academic year service basis, on 35 percent time, at an annual salary of \$31,500, beginning January 9, 2012, for a total salary of \$90,000.

Former Position: Post-doctoral Research Associate, Institute for Policy Research, Northwestern University, Evanston, Illinois (since 2010)

Education

Carleton University, Ottawa, Ontario, Canada, B.PAPM., 2004; M.A., 2006

Syracuse University Main Campus, New York, Ph.D., 2010

Emeriti Appointments

Sandy C. Burgener, Associate Professor Emerita of Biobehavioral Health Science,

August

16, 2011

Ervin G. Erdoes, Professor Emeritus of Pharmacology, College of Medicine at Chicago,

January 1, 2006

John G. Halvorsen, Thomas and Ellen Foster Professor Emeritus of Family and

Community Medicine, College of Medicine at Chicago, July 1, 2011

Ovidio A. De Leon, Professor Emeritus of Psychiatry, College of Medicine at Chicago,

November 16, 2010

Shigehiro Nakajima, Professor Emeritus of Pharmacology, College of Medicine at

Chicago, July 16, 2011

Yasuko Nakajima, Professor Emerita of Anatomy and Cell Biology, College of Medicine

at Chicago, July 1, 2011

College of Liberal Arts and Sciences

Lucas John Vespa, Assistant Professor of Computer Science, probationary faculty on initial/partial term appointment, on an academic service basis, on 100 percent time, at an annual salary of \$69,000, beginning January 16, 2012.

Former Position: Instructor, Southern Illinois University Carbondale (2007-11); and Instructor, Department of Computer Science, College of Liberal Arts and Sciences, University of Illinois at Springfield (since 2011)

Education

Colorado Technical University, Colorado Springs, B.S., 2006
Southern Illinois University Carbondale, M.S., 2008; Ph.D., 2011

College of Public Affairs and Administration

Dorine J. Brand, Assistant Professor of Public Health, probationary faculty on initial/partial term appointment, on an academic service basis, on 100 percent time, at an annual salary of \$59,000, beginning February 1, 2012.

Former Position: Graduate Teaching Assistant (2006-11), and Visiting Lecturer (since 2011), Department of Kinesiology and Community Health, College of Applied Health Sciences, University of Illinois at Urbana-Champaign

Education

University of Illinois at Urbana-Champaign, B.S., 1998; Ph.D., 2011
University of Illinois at Chicago, M.P.H., 2001

ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS*Urbana-Champaign*

Michael J. Andrechak, Vice Provost for Budget and Resource Planning, Office of the Vice Chancellor for Academic Affairs and Provost, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 55 percent time, at an annual salary of \$126,500, beginning March 16, 2012; and continuing as Associate Chancellor, Office of the Chancellor, Urbana-Champaign, non-tenured, on a twelve-month service basis, on 45 percent time, at an annual salary of \$103,500, effective January 16, 2012, for a total salary of \$230,000.

Former Position: Associate Provost for Budget and Resource Planning, Office of the Vice Chancellor for Academic Affairs and Provost (since 2007), and Associate Chancellor, Office of the Chancellor (since 2011), University of Illinois at Urbana-Champaign

Education

Southern Illinois University Carbondale, B.A., 1976; M.S., 1978

Chicago

Victor C. Agoo, Director, Patient Care Services, University of Illinois Hospital & Health Sciences System, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$122,500, beginning March 19, 2012.

Former Position: Administrative Nurse I, University of Illinois Hospital and Clinics, Chicago (since 2001)

Education

University of the Philippines, Diliman, Quezon City, B.S., 1987
West Suburban College of Nursing, Oak Park, Illinois, M.S., 2009

Effie F. Economopoulos, Director, IS Planning and Development, PMO, University of Illinois Hospital & Health Sciences System, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$140,000, beginning March 19, 2012.

Former Position: Assistant Director, IS Planning and Development, PMO, University of Illinois Hospital and Clinics, Chicago (since 2010)

Education

Purdue University Calumet, Indiana, B.S., 1993; M.S., 1996

Kathleen M. Engstrom, Director of Administrative Operations, Department of Physiology and Biophysics, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$95,000, beginning March 16, 2011. Ms. Engstrom will continue to serve as Assistant to the Head, Department of Microbiology and Immunology, College of Medicine at Chicago, non-tenured, on a twelve-month service basis, with an administrative increment of \$16,000, effective January 1, 2012, for a total salary of \$111,000.

Former Position: Assistant to the Head, Department of Physiology and Biophysics (since 2002), and Assistant to the Head, Department of Microbiology and Immunology (since 2011), University of Illinois College of Medicine at Chicago

Education

University of Michigan-Ann Arbor, B.S.N., 1977

Arizona State University Main, Tempe, M.B.A., 1990; M.H.S.A., 1992

Thomas B. Golemon, Chair of the Department of Family and Community Medicine, College of Medicine at Peoria, non-tenured, on a twelve-month service basis, with an administrative increment of \$60,000, beginning March 16, 2012; and continuing as Professor of Clinical Family Practice, Department of Family and Community Medicine, College of Medicine at Peoria, non-tenured, on a twelve-month service basis, on 67 percent time, at an annual salary of \$127,500, effective August 16, 2011; and Physician Surgeon in Family and Community Medicine, College of Medicine at Peoria, non-tenured, on a twelve-month service basis, on 33 percent time, at an annual salary of \$62,500, effective August 16, 2011, for a total salary of \$250,000. Dr. Golemon was appointed to serve as Interim Chair of the Department of Family and Community Medicine under the same conditions and salary arrangement beginning July 1, 2011.

Former Position: Physician Surgeon (since 2002), and Professor of Clinical Family Practice (since 2007), Department of Family and Community Medicine, University of Illinois College of Medicine at Peoria

Education

University of Texas at Austin, B.A., 1972

University of Texas Southwestern Medical Center at Dallas, M.D., 1976

Patricia Kemerley, Director of Transplant Services, University of Illinois Hospital & Health Sciences System, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$130,000, beginning March 19, 2012.

Former Position: Manager of Nursing Administration Services, University of Illinois Hospital and Clinics, Chicago (since 2010); and Clinical Instructor in Biobehavioral Health Science, College of Nursing, University of Illinois at Chicago (since 2010)

Education

Loyola University Chicago, Illinois, M.S., 1999

Anthony S. Laden, Chair of the Department of Philosophy, College of Liberal Arts and Sciences, Chicago, non-tenured, on an academic year service basis, with an administrative increment of \$12,000, beginning August 16, 2012. Dr. Laden will continue to hold the rank of Professor of Philosophy, College of Liberal Arts and Sciences, on indefinite tenure, on an academic year service basis, on 100 percent time, at an annual salary of \$97,272, beginning August 16, 2012, for a total salary of \$109,272.

Former Position: Professor of Philosophy, College of Liberal Arts and Sciences, University of Illinois at Chicago (since 2008)

Education

Harvard University, Cambridge, Massachusetts, B.A., 1989; Ph.D., 1996

Rebecca Mischak, Director, Physician Practice, University Health Services, University of Illinois Hospital & Health Sciences System, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$120,000, beginning March 19, 2012. Ms. Mischak was appointed to serve as Visiting Director, Physician Practice under the same conditions and salary arrangement beginning January 1, 2012.

Former Position: Nurse Practitioner Manager, University Health Services, University of Illinois Hospital and Clinics, Chicago (since 2002); and Clinical Instructor (since 2008) and Adjunct Clinical Instructor (since 2010), Health Systems Science, University of Illinois College of Medicine at Chicago

Education

Purdue University Main Campus, West Lafayette, Indiana, B.S.N., 1986
Indiana University-Purdue University Indianapolis, M.S.N., 1988

Howard Wial, Executive Director, Center for Urban Economic Development, College of Urban Planning and Public Affairs, Chicago, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$145,000, beginning June 1, 2012; and Research Associate Professor, Center for Urban Economic Development, College of Urban Planning and Public Affairs, non-tenured, on a twelve-month service basis, on zero percent time, non-salaried, beginning June 1, 2012, for a total salary of \$145,000.

Former Position: Fellow (formerly Senior Research Associate), The Brookings Institution, Washington, District of Columbia (since 2005)

Education

University of Michigan-Ann Arbor, A.B., 1981
Massachusetts Institute of Technology, Cambridge, Ph.D., 1988
Yale University, New Haven, Connecticut, J.D., 1995

University Administration

Janet Kay Milbrandt, Purchasing Director, Office of Business and Financial Services, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$140,000, beginning March 19, 2012. Ms. Milbrandt was appointed to serve as Interim Director of Purchasing under the same conditions and salary arrangement beginning February 16, 2012.

Former Position: Associate Director of Purchasing, University Office of Business and Financial Services, University of Illinois (since 2010)

Education

University of Illinois at Springfield, B.A., 1996; M.A., 2002

Rebecca Zehr Moyer, Assistant Controller, Department of University Accounting and Financial Reporting, Office of Business and Financial Services, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$115,000, beginning April 16, 2012.

Former Position: Senior Associate Director of University Accounting Services, Department of University Accounting and Financial Reporting, Office of Business and Financial Services, University of Illinois (since 2009)

Education

University of Illinois at Urbana-Champaign, B.S., 1984

Vanessa Peoples, Executive Director and Assistant Chief Business Officer, Office of Business and Financial Services, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$176,500, beginning March 16, 2012.

Former Position: Executive Director, Grants and Contracts Office in Chicago, Office of Business and Financial Services, University of Illinois (since 2008)

Education

Howard University, Washington, District of Columbia, B.S., 1982
University of Chicago, Illinois, M.B.A., 1996

Brent Rasmus, Director of University Accounting Services, Department of University Accounting and Financial Reporting, Office of Business and Financial Services, University Administration, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$100,000, beginning April 16, 2012.

Former Position: Associate Director of University Accounting Services, Department of University Accounting and Financial Reporting, Office of Business and Financial Services, University of Illinois (since 2009)

Education

Illinois State University, Normal, B.S., 1997

INTERCOLLEGIATE ATHLETIC STAFF

Urbana-Champaign

Timothy S. Banks, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$250,000, beginning February 1, 2012, through January 31,

2014. In addition, Coach will receive an annual increment of \$150,000 for television, radio, educational, public relations, and promotional activities, beginning February 1, 2012, for a total annual salary of \$400,000. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (Defensive Coordinator), University of Cincinnati Main Campus, Ohio (2010-11); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since January 2012)

Education

Central Michigan University, Mount Pleasant, B.S., 1995

Christopher T. Beatty, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$250,000, beginning February 1, 2012, through January 31, 2014. In addition, Coach will receive an annual increment of \$150,000 for television, radio, educational, public relations, and promotional activities, beginning February 1, 2012, for a total annual salary of \$400,000. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (Wide Receivers Coach/Offensive Recruiting Coordinator), Vanderbilt University, Nashville, Tennessee (2011-12); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since January 2012)

Education

East Tennessee State University, Johnson City, B.A., 1995

Lucas Jason Butkus, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$200,000, beginning February 1, 2012, through January 31, 2014. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Coach (Offensive Line and Quality Control) National Football League, Seattle Seahawks, Washington (2010-12); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since January 2012)

Education

University of Illinois at Urbana-Champaign, B.A., 2002

Steven A. Clinkscale, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$150,000, beginning February 1, 2012, through January 31, 2014. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (Secondary, Special Teams Coordinator and Academic Coordinator), University of Toledo, Ohio (2009-12); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since January 2012)

Education

Ashland University, Ohio, B.S., 2000

Keith L. Gilmore, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$200,000, beginning February 1, 2012, through January 31, 2014. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Varsity Coach (Defensive Line), Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since 2009)

Education

Wayne State University, Detroit, Michigan, B.S., 1981

Michigan State University, East Lansing, M.A., 1990

Aleksey Golesh, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$150,000, beginning February 1, 2012, through January 31, 2014. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (Running Backs Coach and Recruiting Coordinator; Tight Ends Coach and Recruiting Coordinator), University of Toledo, Ohio (2008-11); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since December 2011)

Education

The Ohio State University Main Campus, Columbus, B.A., 2006

Billy R. Gonzales, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$250,000, beginning February 1, 2012, through January 31, 2014. In addition, Coach will receive an annual increment of \$150,000 for television, radio, educational, public relations, and promotional activities, beginning February 1, 2012, for a total annual salary of \$400,000. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (Wide Receivers Coach and Passing Game Coordinator), Louisiana State University, Baton Rouge (2009-12); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since January 2012)

Education

Colorado State University, Fort Collins, B.A., 1993

Kent State University Main Campus, Ohio, M.A.S.M.S., 1996

Timothy C. Salem, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$200,000, beginning February 1, 2012, through January 31, 2014. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (Tight Ends Coach and Special Teams Coordinator), University of Central Florida, Orlando (2009-12); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since January 2012)

Education

Arizona State University, Tempe, B.S., 1985

Michael G. Small, Head Varsity Coach-Men's Golf, Division of Intercollegiate Athletics, Urbana-Champaign, a first amendment to extend the current multi-year agreement an additional four years, on 100 percent time, at an annual salary of \$90,000, effective August 16, 2011 through August 15, 2017. In addition, for service as Director of Golf Operations for the Demirjian indoor golf facility, Mr. Small will receive an annual increment of \$25,000. For service as head golf coach for any golf camps and clinics operated by the University, he will receive 90 percent of the net profit of the camps and clinics. A performance review will be held in June of each contract year to determine any compensation increases after August 15, 2012.

Former Position: Head Coach-Men's Golf, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since 2000)

Education

University of Illinois at Urbana-Champaign, B.S., 1989

Michael L. Ward, Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign, non-tenured, with a multi-year agreement, on 100 percent time, at an annual salary of \$200,000, beginning February 1, 2012, through January 31, 2014. A performance review will be held in January of each contract year to determine any compensation increases after January 31, 2013.

Former Position: Assistant Football Coach (and Co-Defensive Coordinator), University of Toledo, Ohio (2008-11); and Assistant Varsity Coach, Football, Division of Intercollegiate Athletics, University of Illinois at Urbana-Champaign (since December 2011)

Education

Georgetown College, Kentucky, B.A. 1984; M.A., 1986

Chicago

Shannon Eve Tully, Head Varsity Coach, Women's Tennis, Division of Intercollegiate Athletics, Chicago, non-tenured, on a twelve-month service basis, with a multi-year contract, on 100 percent time, effective August 16, 2012 through August 15, 2015. Coach Tully's guaranteed base salary shall be as follows:

Effective August 16, 2012 \$66,000 and an annual stipend of \$5,000

She shall be eligible to be paid at a merit raise level above the guaranteed base salary amount if justified by the periodic evaluations of the Athletic Director.

Coach Tully shall have the opportunity to receive supplemental compensation in consideration of efforts contributing to exceptional Team performance and participation in certain games or tournaments:

<i>Event</i>	<i>Bonus Compensation</i>
NCAA Compliance and APR Goals	\$2,000
Horizon League Regular Season Championship	5% of base salary
Horizon League Tournament Championship	5% of base salary
Horizon League Regular Season and Tournament Championship	10% of base salary
Advancement to NCAA Tournament (at-large bid)	5% of base salary
Wins NCAA Women's Tennis Championship	25% of base salary
Receives Head Coach of the Year from the Horizon League	\$2,500
Receives National Coach of the Year	\$10,000
Team finishes in the Top 25 Final Poll	\$5,000

Former Position: Head Varsity Coach, Women's Tennis, University of Illinois at Chicago (since 2001)

Education

University of Wisconsin-Madison, B.S., 1996

University of Illinois at Chicago, M.B.A, 2006

Michelle Venturella, Head Varsity Coach, Women's Softball, Division of Intercollegiate Athletics, Chicago, non-tenured, on a twelve-month service basis, with a multi-year contract, on 100 percent time, effective August 16, 2012 through August 15, 2015. Coach Venturella's guaranteed base salary shall be as follows:

Effective August 16, 2012 \$83,000 and an annual stipend of \$8,700

She shall be eligible to be paid at a merit raise level above the guaranteed base salary amount if justified by the periodic evaluations of the Athletic Director.

Coach Venturella shall have the opportunity to receive supplemental compensation in consideration of efforts contributing to exceptional Team performance and participation in certain games or tournaments:

<i>Event</i>	<i>Bonus Compensation</i>
NCAA Compliance and APR Goals	\$2,000
Horizon League Regular Season Championship	5% of base salary
Horizon League Tournament Championship	5% of base salary
Horizon League Regular Season and Tournament Championship	10% of base salary
Advancement to NCAA Tournament (at-large bid)	5% of base salary
Wins NCAA Women's Softball Championship	25% of base salary
Receives Head Coach of the Year from the Horizon League	\$2,500
Receives National Coach of the Year	\$10,000
Team finishes in the Top 25 Final Poll	\$5,000

Former Position: Head Varsity Coach, Women's Softball, University of Illinois at Chicago (since 2008)

Education

Indiana University Bloomington, B.S., 1996

ADDENDUM

Urbana Emeritus

Robert G. Wengert, **Associate** Professor Emeritus of Philosophy, May 16, 2011