Approved by the Board of Trustees

March 17, 2022

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Board Meeting

March 17, 2022

## AMEND MULTIYEAR CONTRACT WITH DIRECTOR, DEPARTMENT OF INTERCOLLEGIATE ATHLETICS, CHICAGO

**Action:** Amend Multiyear Contract with Director, Department of Intercollegiate

Athletics

**Funding:** Non-Appropriated Institutional Funds in the Department of Intercollegiate

Athletics Operating Budget

On November 14, 2019, the Board of Trustees approved the multi-year non-tenured appointment of Michael Lipitz as Director, Department of Intercollegiate Athletics, Chicago. The Board approved an initial appointment for a five-year term, beginning November 15, 2019, and ending on November 14, 2024, at an annual base salary of $285,000. The Board also approved supplemental compensation in an amount not to exceed fifty percent of the base salary annually for achieving specific academic, athletic, and fundraising performance goals as determined in advance by the Chancellor. Full standard benefits on the same terms as provided by the University to all academic professional employees, with contributions and benefit amount based upon the base salary where relevant, were provided to Mr. Lipitz.

Under Mr. Lipitz’s leadership, the Department of Intercollegiate Athletics has had historic results in the classroom, in competition, and in the community, while navigating the COVID-19 pandemic that saw the rescheduling of all athletic events and all 18 sports competing in the same semester for the first time ever. The UIC Flames posted the best academic results in school history over the past year, recording a cumulative 3.4 GPA for the 2020-21 academic year. In Fall 2021, UIC announced an all-time high 91 percent Graduation Success Rate. UIC captured its first-ever Horizon League Women’s All-Sport Trophy in 2021, as measured by team finishes in the regular season and championships. The Flames won three Horizon League Championships in softball, women’s tennis, and volleyball, along with three individual titles in women’s diving, men’s diving, and men’s cross country. In Fall 2020, the department launched the Flames Leadership Institute to provide comprehensive programming in leadership, career development, personal development, equity and inclusion, and service to the campus and Chicago communities. He also successfully secured UIC’s invitation to the Missouri Valley Conference (MVC) and Flames Athletics will officially join the MVC on July 1, 2022.

The Chancellor, University of Illinois Chicago, and Vice President, University of Illinois System now recommends amending Mr. Lipitz’s employment agreement to extend the term through June 30, 2026. Mr. Lipitz’s annual base salary will be increased by approximately five percent of his current annual base salary to $300,000, and he will continue to have opportunities to earn supplemental compensation to be capped, annually, at fifty percent of his base salary.

Other significant terms and conditions of Mr. Lipitz’s original employment agreement will remain in effect or will be appropriately amended to reflect the extension of the term of his agreement. These include setting forth instances in which he may be terminated for cause. The amended employment agreement will also continue to provide for the payment to Mr. Lipitz of liquidated damages in the event that the University terminates his employment without cause. Subject to a duty on the part of Mr. Lipitz to mitigate his damages, liquidated damages payable to Mr. Lipitz will be in an amount equal to seventy-five percent of base salary that he would have earned for the remainder of the term of his agreement. No liquidated damages are payable to Mr. Lipitz in the event that his employment is terminated by the University for cause.

Funding is provided from non-appropriated institutional funds in the Department of Intercollegiate Athletics operating budget.

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 of Illinois System concurs.