

Board Meeting
May 29, 2013

AMEND MULTIYEAR CONTRACT WITH DIRECTOR OF INTERCOLLEGIATE
ATHLETICS, CHICAGO

Action: Amend Multiyear Contract with Director of Intercollegiate Athletics

Funding: Institutional Funds Operating Budget, Division of Intercollegiate Athletics

James W. Schmidt has been employed as Director of the Division of Intercollegiate Athletics at Chicago under a multi-year contract since January 1997. Most recently, on January 20, 2011, the Board of Trustees approved a third amendment to the employment contract to extend its term through January 23, 2014. Mr. Schmidt's current annual salary is \$219,450.

The Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois recommends Mr. Schmidt's employment contract now be extended through January 23, 2019. His annual salary will be increased on January 24, 2014, by five percent of his current annual salary to \$230,422.50. Thereafter, the Chancellor or the Chancellor's 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. Any change in the annual salary shall be documented and

signed by both parties to be effective at the start of the next year of the contract term.

Mr. Schmidt will receive a one-time signing incentive of \$15,000 to be paid no later than 45 days after the Board of Trustees approves the contract or the effective date, whichever is later. 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 based on athletic and academic achievements as set forth in the employment contract. Additional compensation will be paid from revenue generated from external sources.

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.