

Board Meeting
November 14, 2013

APPROVE EXTENSION OF THE CHANCELLOR OF THE UNIVERSITY OF
ILLINOIS AT CHICAGO AND VICE PRESIDENT, UNIVERSITY OF ILLINOIS,
CHICAGO

Action: Approve Extension of the Chancellor of the University of Illinois at Chicago and Vice President of the University of Illinois

Funding: State, Institutional and Gift Funds of the University

In July 2008, the Board of Trustees approved the appointment of Paula Allen-Meares as Chancellor, University of Illinois at Chicago, on a term appointment effective January 15, 2009 through January 14, 2014.

The President now recommends an extension of this term appointment by one additional year, from January 15, 2014 through January 14, 2015, and Dr. Allen-Meares has expressed her willingness to accept such an extension. The Board hereby authorizes and approves the one-year extension.

Dr. Allen-Meares' appointment is non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$422,458, and she will be eligible for a salary adjustment at the discretion of the President, based on the University's salary program and merit.

In addition, in considering the long-term interests of the University, the Board has determined that it is imperative to align the interests of the Chicago campus' chief executive officer, the Chancellor and Vice President, with those of the University.

Accordingly, the Board wishes to implement an incentive-based approach as part of the Chancellor's total compensation. Such an approach offers a wide array of benefits, including the following:

- Establishes a direct, demonstrable, and measurable link between results and a significant portion of compensation;
- Allows the Chancellor and Vice President to use discretion and positional knowledge to find a route to achieve goals, as well as providing motivation to do so;
- Allows the President to prioritize goals and translate those priorities more directly to the Chancellor and Vice President;
- Encourages teamwork;
- Rewards loyalty and continuity of service;
- Incentivizes the Chancellor and Vice President to remain through her term appointment; and,
- Provides increased compensation when institutional goals are met.

As a result, the Board hereby authorizes President Easter to evaluate Dr. Allen-Meares' performance of stated goals during the remainder of Fiscal Year 2014 and the first six months of Fiscal Year 2015 and recommend performance-based compensation to be awarded in January 2015, which will be in addition to a base salary adjustment provided in accordance with the University's salary plan. Dr. Allen-Meares will assist with this process, including defining the goals and objectives, and participating in the evaluation process to be administered by the President.

Dr. Allen-Meares will continue to hold the rank of Professor, Jane Addams College of Social Work, Chicago, on indefinite tenure, on an academic year service basis,

on zero percent time, non-salaried; Professor, School of Social Work, Urbana-Champaign, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried; Professor of Community Health Sciences, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; John E. Corbally Presidential Professor, Jane Addams College of Social Work, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; Professor of Educational Psychology, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; Professor of Educational Policy Studies, Chicago, non-tenured, on an academic year service basis, on zero percent time, non-salaried; and Professor of Educational Psychology, Urbana-Champaign, non-tenured, on an academic year service basis, on zero percent time, non-salaried.

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.

This recommendation follows a consultation process including advice from faculty and campus-level advisory groups, deans, and others.

I seek your approval.

PAULA ALLEN-MEARES

Education

State University of New York at Buffalo, B.S., 1969

University of Illinois at Urbana-Champaign, M.S.W., 1971; Ph.D., 1975

Professional and Other Experience

Department of Children and Family Services, Champaign, Illinois, 1970-71, Child Welfare Worker

Urbana School District #116, Illinois, 1971-78, School Social Worker; 1977-78, Department Chairperson of Special Education and Coordinator of the Prenatal Program, Urbana High School

University of Illinois at Urbana-Champaign, 1973-78, Intern Supervisor; 1977-78, Visiting Lecturer; 1978-83, Assistant Professor of Social Work; 1978-84, Chair, School of Social Work Specialization, School of Social Work; 1983-89, Associate Professor of Social Work; 1985-89, Director, Doctoral Program and M.D./Ph.D. Coordinator, School of Social Work; 1989-90, Acting Dean, School of Social Work; 1989-93, Professor of Social Work

University of South Carolina Columbia, 1994, Visiting Scholar

University of Georgia, Athens, 1997, Visiting Scholar

University of Michigan-Ann Arbor, 1993-2009, Dean and Professor, School of Social Work; 2000-09, Norma Radin Collegiate Professor of Social Work; 2003-09, Professor of Education

University of Illinois at Urbana-Champaign, 2008-date, Professor, School of Social Work; 2008-date, Professor of Educational Psychology

University of Illinois at Chicago, 2008-date, Vice President of the University of Illinois, and Chancellor, University of Illinois at Chicago; 2008-date, Professor, Jane Addams College of Social Work; 2008-date, Professor of Community Health Sciences; 2008-date, John Corbally Presidential Professor, Jane Addams College of Social Work; 2008-date, Professor of Educational Psychology; 2008-date, Professor of Educational Policy Studies