

Board Meeting
November 14, 2019

APPOINT DIRECTOR, DEPARTMENT OF INTERCOLLEGIATE ATHLETICS,
CHICAGO

Action: Appoint Director, Department of Intercollegiate Athletics

Funding: Institutional (Non-State-Appropriated) Funds Operating Budget,
Department of Intercollegiate Athletics

The Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois recommends a multi-year appointment of Michael Lipitz, presently Deputy Athletics Director at North Carolina State University, as Director of Intercollegiate Athletics, University of Illinois at Chicago, non-tenured, on a twelve-month service basis, on 100 percent time at an annual salary of \$285,000, effective November 15, 2019. Mr. Lipitz was appointed as Director-Designate of Intercollegiate Athletics under the same terms beginning October 28, 2019.

The term of Mr. Lipitz's employment agreement is five years, beginning on November 15, 2019, and ending on November 14, 2024, subject to early termination by either party without cause. In the event of early termination without cause, liquidated damages are payable by the terminating party, subject to a duty on the part of Mr. Lipitz to mitigate his damages in the case of termination by the University. No liquidated damages are payable to Mr. Lipitz in the event that his employment is terminated by the University for cause.

This appointment follows a national search. This recommendation is made with the advice of a search committee¹, supported by the executive search firm Parker Executive Search, and University personnel.

Mr. Lipitz will be eligible to receive supplemental compensation in an amount not to exceed fifty percent of base salary annually for achieving specific academic, athletic, and fundraising performance goals as determined in advance by the Chancellor. He will be eligible for full standard benefits on the same terms as provided by the University to all academic professional employees, with contributions and benefit amounts based upon the base salary where relevant. Additional compensation will be paid from revenue generated from external sources. Mr. Lipitz's base salary will be funded by the institutional funds operating budget of the Department of Intercollegiate Athletics which are non-state-appropriated funds.

Mr. Lipitz will succeed Garrett Klassy, who resigned on July 31, 2019, and Robert Dixon, who served as Interim Director from August 1, 2019, until October 27, 2019.

The Board action recommended in this item complies in all material aspects with applicable State and federal laws, University of Illinois *Statutes, the General Rules*

¹ Jason Rex Tolliver, *Chair*, Vice Chancellor for Student Affairs, Office of the Vice Chancellor for Student Affairs; Justin C. Ingram, Head Varsity Coach for Volleyball, Department of Intercollegiate Athletics; Debra Matlock, Director, UIC Purchasing; William Merchantz, Alumnus, Founding Chair, UIC Alumni Association, and Life Director, University of Illinois Foundation; Amalia V. Pallares, Associate Chancellor, Office of the Chancellor, Vice Provost for Diversity, Office of the Provost and Vice Chancellor for Academic Affairs, and Professor of Latin American and Latino Studies and Political Science, College of Liberal Arts and Sciences; Stephen D. Smart, Alumnus and former student athlete; Shannon Eve Tully, Head Varsity Coach for Women's Tennis, Department of Intercollegiate Athletics.

Concerning University Organization and Procedure, and the Board of Trustees policies and directives.

The President of the University recommends approval.

MICHAEL LIPITZ

Education

University of Maryland, College Park, B.A., 1996

Villanova University, Pennsylvania, J.D., 1999

Professional and Other Experience

Wolfe, Block, Schorr & Solis-Cohen, Philadelphia, Pennsylvania, 1998-99, Law School Associate

University of Maryland, College Park, 1999-2006, Senior Associate Athletics Director for Administration; 2007-11, Senior Associate Athletics Director for Varsity Sports

Orange Bowl Committee, Miami, Florida, 2006-07, Chief Operating Officer
North Carolina State University, Raleigh, 2011-date, Deputy Athletics Director