Approved by the Board of Trustees

January 23, 2025

**03**

 Board Meeting

 January 23, 2025

# 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 Chicago, and vice president, University of Illinois System, recommends a multi-year appointment of Andrea Williams as director, Department of Intercollegiate Athletics, University of Illinois Chicago, non-tenured, on a twelve-month service basis, on 100 percent time at an annual salary of $300,000, effective January 24, 2025. Ms. Williams was appointed as director-designate under the same terms beginning November 16, 2024.

The term of Ms. Williams’s employment agreement is five years, beginning on January 24, 2025, and ending on January 23, 2030, 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 Ms. Williams to mitigate her damages in the case of termination by the University. No liquidated damages are payable to Ms. Williams in the event that her employment is terminated by the University for cause.

This appointment follows a national search. This recommendation is made with the advice of a search committee,[[1]](#footnote-1) supported by the executive search firm Parker Executive Search, and university personnel.

Ms. Williams will be eligible to receive supplemental compensation in an amount not to exceed 50 percent of base salary annually for achieving specific academic, athletic, and fundraising performance goals, as determined in advance by the chancellor. She 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. Ms. Williams’ base salary will be funded by the institutional funds operating budget of the Department of Intercollegiate Athletics, which are non-state-appropriated funds.

Ms. Williams succeeds Mr. Michael Lipitz, who resigned August 15, 2024, and Dr. John Coumbe-Lilley, who served as interim director from August 29, 2024, until November 15, 2024.

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 executive vice president and vice president for academic affairs concurs.

The president of the University of Illinois System recommends approval.

(A biographical sketch follows.)

## ANDREA WILLIAMS

Education

Texas A&M University, BA

Ohio University, MA

Professional or Other Experience

Big Ten Conference, 1998-2004, assistant commissioner, director, and sport management administrator

National Collegiate Athletic Association, 2004-06, director for the Division I Women’s Basketball Championship

 Big Ten Conference, 2006-16, associate commissioner

 Big Sky Conference, 2016-18, commissioner

 College Football Playoff, 2018-21, chief operating officer

Utah Jazz, 2021-2024, chief experience officer

1. Mark Giles, *chair*, professor and chair, Department of Educational Policy Studies, College of Education, and NCAA faculty athletics representative; Caryn Korman, assistant vice chancellor for alumni and donor engagement; Luke Malone, president, Student Athlete Advisory Committee; Colleen Kehoe, associate director for budget and financial modeling, Office of Budget and Financial Analysis; Michael Ginsburg, special advisor to the chancellor; Karrie Hamstra-Wright, clinical professor, Department of Kinesiology and Nutrition, College of Applied Health Sciences; Curtis Granderson, UIC alumni representative; Tonya McGowan, UIC alumni representative; Das Somnath, professor and coordinator of doctoral program, Department of Accounting, College of Business Administration; Chris Sayre, registrar; Tiffany Gonzales, academic search coordinator, executive assistant to the chancellor. [↑](#footnote-ref-1)