

Approved by the Board of Trustees
July 23, 2020

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Board Meeting
July 23, 2020

APPROVE PAY-FOR-PERFORMANCE COMPENSATION FOR PRESIDENT

Action: Approve Pay-for-Performance Compensation for President

Funding: None Required

At its January 15, 2015, meeting, the Board of Trustees (“Board”) approved the appointment of Timothy L. Killeen as the 20th President. This appointment included an authorization for the Board of Trustees to review and evaluate performance based on goals established by the Board annually and subsequently to recommend pay-for-performance compensation of up to \$100,000 to be awarded for achievement of those goals during the year evaluated.

The Board is conducting a review and evaluation of President Killeen’s performance based on goals established for the President and achievements attained for Academic Year 2020. In a letter to the Board dated May 28, 2020, President Killeen stated as follows:

In light of the current COVID-19 pandemic conditions in the United States and the world, and especially the effect of the pandemic on the University, its faculty, staff, and students, and in order to use the University’s resources to the greatest extent practicable to continue to pay its employees and contractors, I request and strongly recommend to the Board that the annual incentive-based compensation paid to me for the current fiscal year be set to zero.

In recognition of this request, the Board hereby acknowledges with deep appreciation the sacrifice made by the President and authorizes the payment of \$0 as pay-for-performance compensation to be paid to President Killeen for Academic Year 2020.

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 Chair of the Board recommends approval.