

Board Meeting
November 14, 2019

AMEND MULTIYEAR CONTRACT WITH DIRECTOR,
DIVISION OF INTERCOLLEGIATE ATHLETICS, URBANA

Action: Amend Multiyear Contract with Director, Division of Intercollegiate Athletics

Funding: Non-Appropriated Institutional Funds in the Division of Intercollegiate Athletics Operating Budget

On February 29, 2016, the Board of Trustees approved the appointment of Joshua H. Whitman as Director, Division of Intercollegiate Athletics, Urbana-Champaign. This was a non-tenured appointment, effective March 5, 2016. The Board approved an initial appointment for a five-year term, beginning on March 5, 2016, and ending on March 4, 2021. The Board also approved Mr. Whitman's anticipated total annual compensation for each year of the term. Mr. Whitman's initial base salary was \$600,000, with provisions for annual review for salary increases. His current base salary is \$668,561. The Board also approved supplemental compensation up to \$200,000 annually for achieving specific academic and athletic performance goals as determined in advance by the Chancellor. Full standard benefits on the same terms as provided by the University to all professional employees, with contributions and benefit amount based upon the base salary where relevant, were provided to Mr. Whitman.

Under Mr. Whitman's leadership, the Division of Intercollegiate Athletics

has enjoyed success in numerous facets of administration and operations and has rapidly reshaped the narrative around Fighting Illini Athletics. Among our fans and alumni, he and his team have returned a sense of optimism and pride, as evidenced by ticket sales, annual donations, and major gifts. Division of Intercollegiate Athletics programs have either improved or become poised for dramatic improvement. In the marquee sports of football and men's basketball, new staff hired by Mr. Whitman have developed plans for long-term success and are working intently to execute those plans. Away from the competitive arena, Mr. Whitman has instituted structures to protect the University from the major crises that have befallen peer institutions.

The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois, now recommends amending Mr. Whitman's employment agreement to extend the term through 2024, in accordance with the compensation schedule below.

Year	Base Salary	Maximum Additional Comp.
11/15/2019-06/30/2020	\$750,000	\$250,000
07/01/2020-06/30/2021	\$775,000	\$250,000
07/01/2021-06/30/2022	\$800,000	\$250,000
07/01/2022-06/30/2023	\$825,000	\$250,000
07/01/2023-06/30/2024	\$850,000	\$250,000

Other significant terms and conditions of Mr. Whitman's original employment agreement remain in effect or will be appropriately amended to reflect the extension of the term. These include setting forth instances in which he may be terminated for cause. The amended employment agreement will also continue to provide for the payment to Mr. Whitman of liquidated damages in the event Mr. Whitman is

terminated without cause, subject to mitigation if he obtains other employment following termination. Liquidated damages payable to Mr. Whitman in the event of his termination without cause will be capped at an amount not to exceed 100 percent of Fixed Compensation remaining in the Term, up to a cap of \$2,987,500. Similarly, Mr. Whitman will pay to the University liquidated damages in the event he resigns his employment. Liquidated damages payable to the University by Mr. Whitman shall initially be in the amount of \$1,000,000 and will be reduced annually by \$200,000.

Funding is provided from non-appropriated institutional funds in the Division of Intercollegiate Athletics operating budget.

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.