

Board Meeting
November 16, 2017

APPROVE PAY-FOR-PERFORMANCE COMPENSATION FOR
CHANCELLOR, UNIVERSITY OF ILLINOIS AT CHICAGO, AND VICE
PRESIDENT, UNIVERSITY OF ILLINOIS AND AMEND APPOINTMENT TO
INCORPORATE SAME INTO BASE PAY

Action: Approve Pay-for-Performance Compensation for Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois and Amend Appointment to Incorporate Same into Base Pay

Funding: State, Institutional, and Gift Funds of the University

At its January 15, 2015, meeting, the Board of Trustees approved the initial appointment of Chancellor Michael Amiridis, which included an authorization for the President to review and evaluate performance annually based on goals established by the President annually and subsequently to recommend pay-for-performance compensation of up to \$75,000 to be awarded for achievement of those goals during the year evaluated.

President Killeen has conducted a review and evaluation of Chancellor Amiridis' performance based on goals established for the Chancellor and achievements attained for Academic Year 2017. The Board hereby authorizes payment of \$75,000 as pay-for-performance compensation (not included in base salary) to be paid to Chancellor Amiridis within 90 days.

In addition, at this time, the President recommends that the pay-for-performance component be incorporated into the base salary of the Chancellor, effective

August 16, 2017. For Academic Year 2018 and thereafter, the Chancellor will no longer be eligible for any pay-for-performance compensation. The change is recommended to be in the best interests of the university, won't require any additional funds, and will not affect the annual establishment of goals and annual evaluation process by the President.

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 seeks your approval.