

Board Meeting  
September 19, 2019

APPROVE INCREASE IN COMPENSATION FOR  
CHANCELLOR, UNIVERSITY OF ILLINOIS AT CHICAGO, AND VICE  
PRESIDENT, UNIVERSITY OF ILLINOIS

**Action:** Approve Increase in Compensation for Chancellor, University of Illinois at Chicago, and Vice President, University of Illinois

**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 D. Amiridis, which included an authorization for pay-for-performance compensation of up to \$75,000 to be awarded for achievement of goals during the year evaluated. The Board subsequently approved at its November 2017 meeting to incorporate the pay-for-performance component into the base salary effective August 16, 2017, making the Chancellor no longer eligible for pay-for-performance compensation. Since his appointment in March 2015, I have met annually with Chancellor Amiridis to assess and review activities at UIC within each reporting year. Chancellor Amiridis has consistently made great strides through his goals and accomplishments in effectively advancing the University of Illinois at Chicago (UIC) within the campus, local communities, and the Chicago area. He has proven to be an exceptional leader at UIC.

I am now requesting this increase in the annual compensation for Chancellor Amiridis after reviewing salaries given to equivalent positions at peer institutions that are similar in size and mission to UIC. Chancellor Amiridis' compensation was among the lowest in the group, ranking 9<sup>th</sup> among 10 peer institutions. In an effort to be competitive with peer institutions, especially in retaining quality administrators, and after assessing all of this information, inclusive of the Fiscal Year 2020 salary program which awarded a 2 percent increase (from \$484,500.00 to \$494,190.00), I hereby recommend a compensation increase of 21.4 percent for the Chancellor effective September 16, 2019, which adjusts the Chancellor's compensation to \$600,000 per academic year.

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.

I seek your approval.