

Board Meeting  
September 8, 2016

APPROVE MULTIYEAR AGREEMENT WITH HEAD VARSITY COACH,  
FOOTBALL, URBANA

**Action:** Approve Multiyear Agreement with Head Varsity Coach, Football

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

On March 16, 2016, the Board of Trustees approved the appointment of Lovie L. Smith, as Head Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign. The Board approved hiring Mr. Smith for a six-year term through January 31, 2022. The Board also approved Mr. Smith's anticipated total annual compensation for each year of the term, including a description of Mr. Smith's base salary and an annual increment for television, radio, education, public relations, and promotional activities. Following additional review of coaching compensation structures within the Big Ten Conference and at other peer institutions, as well as the desire of Mr. Smith and the University to re-emphasize a mutual commitment to the success and stability of the football program, the Interim Chancellor, University of Illinois at Urbana-Champaign and Interim Vice President, University of Illinois recommends that Mr. Smith's base salary and annual increment in years five and six of the term be reduced while making correlating upward adjustments in the base salary and annual increment during years two and three of the term.

While Mr. Smith's total compensation for the contract term and other principal terms of employment previously approved by the Board remain unchanged, it is recommended the distribution structure of Mr. Smith's total compensation during specific years of the term be as shown in the table below.

<b>Year</b>	<b>Base Salary</b>	<b>Additional Compensation</b>	<b>Total</b>	<b>Change</b>
1) 03/07/2016-01/31/2017	\$407,692	\$1,400,000	\$1,807,692*	\$0
2) 02/01/2017-01/31/2018	\$800,000	\$2,200,000	\$3,000,000	+\$1,000,000
3) 02/01/2018-01/31/2019	\$1,000,000	\$3,000,000	\$4,000,000	+\$1,000,000
4) 02/01/2019-01/31/2020	\$1,000,000	\$3,000,000	\$4,000,000	\$0
5) 02/01/2020-01/31/2021	\$1,000,000	\$3,000,000	\$4,000,000	-\$1,000,000
6) 02/01/2021-01/31/2022	\$1,000,000	\$3,000,000	\$4,000,000	-\$1,000,000
*Prorated		<b>TOTALS</b>	<b>\$20,807,692</b>	<b>\$0</b>

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 concurs with this recommendation.

(A biosketch follows.)

## LOVIE L. SMITH

## Education

University of Tulsa, Oklahoma, B.S., 1980

## Professional or Other Experience

Big Sandy High School, Texas, 1980, Defensive Coordinator

Cascia Hall Preparatory School, Tulsa, Oklahoma, 1981-82, Assistant Defensive Backs  
and Wide Receivers Coach

University of Tulsa, Oklahoma, 1983-86, Linebackers Coach

University of Wisconsin-Madison, 1987, Linebackers Coach

Arizona State University, Tempe, 1988-91, Linebackers Coach

University of Kentucky, Lexington, 1992, Linebackers Coach

University of Tennessee, Knoxville, 1993-94, Defensive Backs Coach

The Ohio State University Main Campus, Columbus, 1995, Defensive Backs Coach

St. Louis Rams, Missouri, 2001-03, Defensive Coordinator

Chicago Bears, Illinois, 2004-12, Head Coach

Tampa Bay Buccaneers, Florida, 1996-2000, Linebackers Coach; 2014-16, Head Coach