

Meeting No. 1,218

THE MINUTES OF THE BOARD OF REGENTS
OF
THE UNIVERSITY OF TEXAS SYSTEM

Pages 1 - 18

July 30, 2021

Austin, Texas

MEETING NO. 1,218

FRIDAY, JULY 30, 2021.--The members of the Board of Regents of The University of Texas System convened in Open Session on Friday, July 30, 2021 at 9:02 a.m. via telephone conference, with the below meeting participation. This special called meeting of the Board was held via telephone conference call and without any in-person participation as authorized by Governor Abbott’s Executive Order temporarily suspending certain provisions of the Texas Open Meetings Act, effective March 16, 2020.

ATTENDANCE.--

Present

Chairman Eltife
Vice Chairman Weaver
Regent Crain
Regent Hicks
Regent Jiles
Regent Perez
Regent Stedman
Regent Warren
Regent Nguyen, Student Regent, nonvoting

Absent

Vice Chairman Longoria

CONVENE THE BOARD IN OPEN SESSION TO RECESS TO EXECUTIVE SESSION.--

At 9:03 a.m., in accordance with a notice being duly posted with the Secretary of State and there being a quorum present, Chairman Eltife called the meeting to order in Open Session, then recessed the Board to Executive Session, pursuant to *Texas Government Code* Sections 551.071, 551.074, 551.076, and 551.089 to consider the matters listed on the Executive Session agenda.

RECONVENE THE BOARD IN OPEN SESSION TO CONSIDER ACTION ON EXECUTIVE SESSION ITEMS AND AGENDA ITEMS.--Chairman Eltife reconvened the Board in Open Session at 9:29 a.m. to consider action on the following items.

- 1a. U. T. System: Discussion and appropriate action regarding individual personnel matters relating to appointment, employment, evaluation, compensation, assignment, and duties of presidents (academic and health institutions including interim presidents); U. T. System Administration officers (Executive Vice Chancellors and Vice Chancellors); other officers reporting directly to the Board (Chancellor, General Counsel to the Board, and Chief Audit Executive); Board members; and U. T. System and institutional employees

No action was taken on this item.

- 1b. U. T. Austin: Discussion and possible appropriate action related to individual personnel issues associated with athletic contracts

See related Agenda Item 1 (Consent Agenda) for action taken in Open Session.

- 2a. U. T. System Board of Regents: Discussion with Counsel on pending legal issues

No action was taken on this item.

- 2b. U. T. Austin: Discussion and possible appropriate action related to legal issues associated with athletic contracts and conference membership matters

See related Agenda Item 2 for action taken in Open Session.

3. U. T. System Board of Regents: Discussion and appropriate action regarding safety and security issues, including security audits and the deployment of security personnel and devices

No action was taken on this item.

AGENDA ITEMS

1. U. T. System Board of Regents: Approval of Consent Agenda items

Chairman Eltife noted the Consent Agenda requested consideration of approval for the terms of employment of eight coaches for U. T. Austin.

Vice Chairman Weaver moved approval, which was seconded by Regent Crain.

The Board then approved the Consent Agenda, which is set forth on Pages 7 - 18.

2. U. T. Austin: Discussion and possible appropriate action regarding athletic contracts and athletic conference membership matters

Chairman Eltife called on President Hartzell to make remarks related to this item.

Remarks by President Jay Hartzell

Thank you, Mr. Chairman. I want to first thank the Board of Regents of the U. T. System for your consideration today of the invitation from the Southeastern Conference to The University of Texas. This is a monumental decision for U. T. athletics, our students, faculty, staff, alumni, and fans. And, because of the inextricable link between our athletic and academic endeavors, this is also a monumental decision for our entire university.

Collegiate athletics is changing rapidly whether any of us wants it to or not. This is evidenced by a critical Supreme Court decision and landmark legislation from several states across the country. Issues such as name, image, and likeness; declining cable television subscriptions; college football playoff expansion; the transfer portal; and the impact of a global pandemic on sports, just to name a few, have proved that a transformation in collegiate athletics is happening around us.

While our university has enjoyed over 25 years in the Big 12 Conference, we recognize that we must be willing to make changes with our eyes on the future. In a world of uncertainty and change, it is incumbent upon us as leaders to protect and enhance our athletic program and university. In order to do so, we looked at conferences across the country and concluded that the SEC was the best fit for our future. The reasons are many: the stability and strength of the league and its leadership, the level of visibility for our student athletes, some of the toughest athletic competition, and exciting stadiums that are similar in capacity and attendance to ours. It should also be noted that this move allows us to protect and rekindle some key rivalries, including the chance to regularly compete with the University of Oklahoma, University of Arkansas, and Texas A&M University.

On Monday, we alerted the Big 12 that we would not be renewing our grant of rights agreement in 2025, four years down the road. We told the Big 12 that we intend to honor our current agreement, while knowing that notice now is the fairest way to allow the conference to plan for its future beyond 2025. On Tuesday, we sent a letter to the Southeastern Conference requesting membership in that conference at the end of our current agreement. Yesterday afternoon, the SEC unanimously voted to accept our request and invited us to join them in 2025.

I want to thank the SEC leadership, Commissioner Sankey, and the chancellors and presidents of the SEC for their support of this move. I especially want to thank the new president of Texas A&M, Katherine Banks, for her support, and I concur with the conclusion that this is the best outcome for the flagship institutions of both of these key university systems of Texas.

Finally, I'd like to thank my colleague, OU President Joe Harroz. I know we're both looking forward to continuing our 120-year-old rivalry.

This is the right decision at the right time for the future of our U. T. athletics programs. I am grateful for the guidance of our Chairman and the support of our Board of Regents. I am also grateful for the support of our Chancellor and the

U. T. System leadership. I'd like to thank our fantastic athletics director, Chris Del Conte, for his leadership. There's nobody I'd rather have guiding our incredible athletics department through these changing times. Finally, I'd like to thank my incomparable U. T. leadership team, who worked tirelessly to set this institution and our athletics department on this path continuing to focus on excellence, strength, and stability. I believe the greatest and most exciting days for Texas Longhorns athletics are ahead of us.

I'd like to ask Chris Del Conte, our Vice President and Director of Athletics, to share some remarks.

Remarks by Vice President and Director of Athletics Chris Del Conte

First and foremost, I'm just appreciative of the leadership of Chairman Eltife and President Hartzell. I say this all the time: Their vision, their boldness, how they go about making sure The University of Texas is put in the best position possible inspires me daily. This is another time, and moment, and space where we can say The University of Texas is put forth in this position because of their leadership.

So today is truly a great day for The University of Texas. I'm excited for our student athletes. I'm excited for Longhorn Nation. But we have a lot of work to do and I want to just reiterate that we will be in the Big 12 for the foreseeable future. Until 2025, is our intention. I appreciate my friendships with the people I've met in that conference and we're still together, but we have a lot of work to do for the next couple of years to make sure we put ourselves in the very best position to compete for championships. So, thank you all for today. President Hartzell I just appreciate you for your leadership. This bold initiative would not be here without you. Appreciate you.

Chairman Eltife's remarks

Before I call for a motion, I would like to make a few comments as I am strongly in favor of accepting the invitation for The University of Texas at Austin to join the Southeastern Conference in 2025. We were honored to receive the invitation. I am grateful to the SEC and to Commissioner Sankey for considering our request for membership and to the League of Presidents for their unanimous vote and support. I am particularly grateful and want to express my appreciation to the chairman of the Texas A&M Board of Regents, Tim Leach, and the entire Board of Regents at Texas A&M for their support. Yes, our two schools can be very competitive, but we have a rich tradition of working together, and that will continue, as at the end of the day both of our institutions care deeply about our students and our commitment to higher education in the State of Texas.

Just this past Monday, we told the Big 12 that we did not intend to renew our grant of rights agreement when it expires in 2025. We then petitioned the Southeastern Conference for membership at the end of our current agreement. We received

word yesterday evening that they responded to our request and voted to invite The University of Texas to participate in the SEC at the end of our current agreement.

Over the last 25 years, we've benefitted from our strong relationship with our valued Big 12 Conference partners. They've provided great competitive contests. Together we created a shared history during this chapter. As our relationship evolves, we will continue to fulfill our obligations to them.

Following these remarks Regent Perez, Regent Nguyen, and Chancellor Milliken spoke in support of the recommendation and Vice Chairman Weaver made the following motion:

I move that the U. T. System Board of Regents:

1. find that a change in athletic conference membership in 2025 is in the best long-term interest of U. T. Austin, the U. T. Austin student body, and U. T. Austin student athletes;
2. vote to authorize the President of U. T. Austin to accept the invitation from the Southeastern Conference to become a member of the SEC effective July 1, 2025; and
3. delegate to the President of U. T. Austin the authority to negotiate and to execute appropriate documents related to a change in conference membership and to take all steps necessary to accomplish the change authorized including the payment of an application fee, with the understanding that the President will work on all such matters in consultation with the Chairman of the Board, the Board's Athletics Liaisons, the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel.

The motion was seconded by Regent Perez and carried unanimously.

ADJOURNMENT.--There being no further business, the meeting was adjourned at 9:40 a.m.

/s/
Tina E. Montemayor
Secretary to the Board of Regents
July 30, 2021



THE UNIVERSITY OF TEXAS SYSTEM
BOARD OF REGENTS
CONSENT AGENDA

Special Called Board Meeting:

July 30, 2021
Austin, Texas

- a. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Head Men’s Basketball Coach Christopher M. Beard and related Professional Services and License Agreement with Baseline Group LLC (or its successor or substitute)

The following Head Men’s Basketball Coach Employment Agreement and related Professional Services and License Agreement with Baseline Group LLC (or its successor or substitute) are recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. The terms of the Agreement were previously reviewed pursuant to Regents’ *Rules and Regulations*, Rule 10501, Section 2.2.12(a). If the Agreements are approved, total compensation for the contract period for Christopher Beard will be in excess of \$1 million. The Agreements reference the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$2,000,000

Payment to Baseline Group LLC: \$3,000,000
Annual payment, to be paid on bi-monthly basis

Supplemental compensation and benefits:

Automobile: Two dealer cars or allowance of \$625 per month in lieu of one car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Partner and Dependent Children Travel: In accordance with Athletics Department's policies and procedures, Head Coach’s partner and dependent children may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Private Airplane Use: University to provide 20 hours of private aircraft flight time for personal use each year and unused hours will not carryover

Relocation and Temporary Housing Allowance: \$250,000

Tickets available upon request:

Up to 20 tickets at a mutually agreeable location at all home men's basketball games and eight tickets at away men's basketball games (including commensurate parking)

Up to six tickets to all home games for all other U. T. Austin sports

Up to 12 tickets to all post-season men's basketball games

Assumption of Previous Contractual Obligation: U. T. Austin will make a one-time payment to Head Coach's previous employer to satisfy a contractual obligation owed as a result of the voluntary termination of Head Coach's previous employment agreement. U. T. Austin agrees to make Head Coach whole for any tax liability incurred as a result of such payment.

Nike Elite: U. T. Austin will provide Head Coach with an annual \$5,000 Nike Elite taxable allocation.

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Vice President and Athletics Director

Incentives:

Performance incentives: maximum of \$850,000 annually

Source of Funds: Intercollegiate Athletics

Period: April 1, 2021 through March 31, 2028

b. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Men’s Basketball Managing Director Chris Ogden

The following Men’s Basketball Managing Director Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Chris Ogden will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$507,500

Supplemental compensation and benefits:

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 2, 2021 through March 31, 2024

c. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Assistant Men’s Basketball Coach Jerrance Howard

The following Men’s Basketball Assistant Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Jerrance Howard will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$407,500

Supplemental compensation and benefits:

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 8, 2021 through March 31, 2023

d. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Assistant Men’s Basketball Coach Ulric Maligi

The following Men’s Basketball Assistant Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Ulric Maligi will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$400,000

Supplemental compensation and benefits:

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 2, 2021 through March 31, 2023

e. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Associate Head Men’s Basketball Coach Rodney Terry

The following Associate Head Men’s Basketball Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Rodney Terry will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$500,000

Supplemental compensation and benefits:

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Relocation and Temporary Housing Allowance: \$29,000

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 8, 2021 through March 31, 2024

f. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Men’s Basketball Strength and Conditioning Coach John Reilly

The following Men’s Basketball Strength and Conditioning Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for John Reilly will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$300,000

Supplemental compensation and benefits:

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 2, 2021 through March 32, 2024

g. Employment Agreement - U. T. Austin: Approval of terms of new Employment Agreement for current Head Baseball Coach David Pierce

The following Head Baseball Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for David Pierce will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

From: **Guaranteed compensation:**

Annual Base Salary: \$600,000

Additional annual compensation: \$150,000

Licensing/Proprietary Rights annual payment: \$100,000

Reduced Salary Payment: One-time payment in the amount of \$118,750

Automobile: Two dealer cars

Sports Camps and Clinics: Annual camp payment of \$50,000

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and procedures, Head Coach's spouse may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Tickets available upon request:

Up to 12 tickets for all home baseball games

Up to eight tickets for away baseball games (when available from team allocation)

Up to two tickets for all home football games

Up to two tickets for all away football games

Up to two tickets for all home volleyball games

Up to two tickets for all home men's and women's basketball games

Nonguaranteed compensation:

Incentives:

Greater of: (i) \$15,000 if Team wins Conference Tournament or
(ii) \$20,000 if Team wins regular season Conference Championship

Greater of: (i) \$15,000 if Team participates in NCAA Regional or
(ii) \$50,000 if Team participates in Super Regional

Team participates in College World Series: \$25,000

Greater of: (i) \$50,000 if Team participates in College World Series
Championship Series or (ii) \$100,000 if Team wins College World
Series

Greater of: (i) \$10,000 if Coach is named Conference Coach of the
Year, (ii) \$15,000 if Coach is named Regional Coach of the Year or (iii)
\$25,000 if Coach is named National Coach of the Year

To:

Guaranteed compensation:

Annual Base Salary: \$1,200,000

Reduced Salary Payment: One-time payment in the amount
of \$118,750

Automobile: Two dealer cars

Club membership: In accordance with Athletics Department's policies
and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and
procedures, Head Coach's spouse may travel to away games;
provided however, University-paid, or reimbursed expenses associated
with such travel may be considered as taxable income per Internal
Revenue Service guidelines.

Tickets available upon request:

Up to 16 tickets at all home baseball games for home regular season
games and up to 24 tickets for home postseason baseball
games

Up to 12 tickets for away regular season baseball games and up to
24 tickets for away postseason games (when available from
team allocation)

Up to two tickets at all home football games

Up to two tickets at all away football games

Up to two tickets at all home volleyball games

Up to two tickets at all home men's and women's basketball games

Nonguaranteed compensation:

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Head Coach and Vice President and Athletics Director

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Conference Coach of the Year: 2% of the annual base salary

National Coach of the Year: 5% of the annual base salary

Guaranteed
Compensation

Percent Change: Increase of approximately 33.3%

Nonguaranteed
Compensation

Change: Maximum increase of approximately 101.8%

Source of Funds: Intercollegiate Athletics

Period: September 1, 2021 through August 31, 2026

h. Employment Agreement - U. T. Austin: Approval of terms of new Employment Agreement for current Head Volleyball Coach Jerritt Elliott

The following Head Volleyball Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Jerritt Elliott will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

From: **Guaranteed compensation:**

Annual Base Salary: \$492,500

Reduced Salary Payment: One-time payment in the amount of \$62,875

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and procedures, Head Coach's spouse may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Nonguaranteed compensation:

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Head Coach and Vice President and Athletics Director

Performance Incentives: (cumulative)

Team wins Big 12 Conference Championship: \$25,000

Team qualifies for NCAA Tournament: \$5,000

Team qualifies for NCAA Tournament as top four seed: \$7,500

Team participates in NCAA Round of 32: \$10,000

Team participates in NCAA Round of 16: \$10,000

Team participates in NCAA Round of 8: \$15,000

Team participates in NCAA championship semi-finals: \$20,000

Team participates in NCAA championship match (final): \$25,000

Team wins NCAA championship: \$35,000
Conference Coach of the Year: \$2,000
National Coach of the Year: \$10,000

To: **Guaranteed compensation:**

Annual Base Salary: \$557,500, prorated in partial fifth Contract Year

Reduced Salary Payment: One-time payment in the amount of \$62,875

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and procedures, Head Coach's spouse may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Nonguaranteed compensation:

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Head Coach and Vice President and Athletics Director

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Conference Coach of the Year: 2% of the annual base salary

National Coach of the Year: 5% of the annual base salary

Guaranteed
Compensation

Percent Change: Increase of approximately 13.2%

Nonguaranteed
Compensation

Change: Maximum increase of approximately 25.4%

Source of Funds: Intercollegiate Athletics

Period: September 1, 2021 through December 31, 2025