

**BOARD OF REGENTS
BRIEFING PAPER**

1. Agenda Item Title: Four-year Head Football Coach Employment Agreement for Anthony (Tony) Phillip Sanchez

Meeting Date: December 16, 2014

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

This is a four-year Head Coach Employment Agreement (December 16, 2014 through December 15, 2018) for Anthony (Tony) Phillip Sanchez to serve as the Head Football Coach at UNLV. Sanchez has been the head coach for Bishop Gorman High School in Las Vegas since March 2009. He received his bachelor's degree in family and consumer science from New Mexico State in 1998 and a master's degree in special education from New Mexico State in 2003.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

UNLV Athletics is seeking to request a four-year contract from December 16, 2014 through December 15, 2018 for Head Football Coach.

If approved, beginning on December 16, 2014 through December 15, 2018, the employee's guaranteed annual compensation will be \$500,000. The employee's annual base salary will be \$250,000. The employee will also earn \$125,000 for media appearances and \$125,000 for public appearances. The employee will also be eligible for additional compensation, up to a maximum amount of \$50,000 per year, based upon the program's academic achievements and revenue generation. In addition, the employee will be eligible for supplemental compensation based upon the exceptional performance of the program and based upon the team's participation in post-season games (see attached Summary of Terms).

The employee is not eligible for merit increases or cost of living ("COLA") increases.

4. IMPETUS (WHY NOW?):

Former Head Football Coach Bobby Hauck resigned effective December 1, 2014. If approved, the hiring of Sanchez will fill the position and give him and his future coaching staff adequate time to effectively recruit prospective student-athletes.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- Coach Sanchez has a proven track record of building championship programs. In his six years at Bishop Gorman he has compiled a record of 85-5 and has won six consecutive state championships.
- The team's success has earned positive publicity for Coach Sanchez, his staff, Bishop Gorman and the entire Las Vegas community.
- Coach Sanchez has led his teams to several national rankings in his six years at Bishop Gorman, including a consensus No. 1 ranking this season.
- Coach Sanchez has helped Bishop Gorman become a national power amongst preparatory programs.
- Coach Sanchez has successfully fund-raised and designed multiple football projects at Bishop Gorman, including the Fertitta Athletic Training Center, the Fertitta Practice Field, stadium expansion and replacing the turf at Fertitta Field.
- Coach Sanchez has produced 25 Division I athletes since 2007.
- Local interest and new support for the football program.
- Coach Sanchez is committed to the mission of the university in graduating student-athletes and takes pride in his students' academic success.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

The public could question the University's hiring of a head football coach with no prior intercollegiate head coaching experience.

7. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

The hiring of a different person to serve as the Head Football Coach at UNLV.

Revised: June 2010

8. COMPLIANCE WITH BOARD POLICY:

Consistent With Current Board Policy: Title # 2 Chapter # 5 Section # 5.4.2 (a) and (e)

Amends Current Board Policy: Title # _____ Chapter # _____ Section # _____

Amends Current Procedures & Guidelines Manual: Chapter # _____ Section # _____

Other: _____

X Fiscal Impact: Yes X No _____

Explain: The employee's guaranteed annual compensation will be \$500,000. His annual base salary will be \$250,000. He will also earn \$125,000 for media appearances and \$125,000 for public appearances. The employee will also have the opportunity to earn additional compensation, up to a maximum amount of \$50,000 per year, based upon the program's academic achievements and revenue generation. In addition, the employee will be eligible for supplemental compensation based upon the exceptional performance of the program and based upon the team's participation in post-season games (see attached Summary of Terms).