

BOARD OF REGENTS BRIEFING PAPER

1. Agenda Item Title: Proposed Revisions – Head Athletic Coach Employment Agreement and Athletic Director Employment Agreement.
Meeting Date: February 23, 2017 meeting of the Committee on Athletics

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

In February of 2016, the Board approved the current versions of the Head Athletic Coach Employment Agreement and the Athletic Director Employment Agreement for use by the institutions. Those employment agreements are codified and maintained in Chapter 5, Section 14 of the *Procedures and Guidelines Manual*.

In September of 2016, the Board approved a new policy authorizing institution presidents to approve all employment agreements for athletic personnel – including head athletic coaches and athletics directors. That policy is codified in Title 4, Chapter 24, Section 1, Subsection 10 of the *Handbook*. Certain technical revisions need to be made to the current versions of the Head Coach Employment Agreement and the Athletic Director Employment Agreement as a result of the Board's new policy. In addition, the institutions have suggested several changes to the current employment agreement based on their experience and use of those agreements over the course of the past year.

Attached for the Committee's review and approval are redline copies of the Head Athletic Coach Employment Agreement (**Exhibit A**), the Head Athletic Coach Checklist (**Exhibit B**), and the Athletic Director Employment Agreement (**Exhibit C**). Clean copies reflective of the changes shown in the redline copies are attached as **Exhibit D** (Head Athletic Coach Employment Agreement), **Exhibit E** (Head Athletic Coach Checklist), and **Exhibit F** (Athletic Director Employment Agreement). The revisions consist mostly of technical corrections and clarifications.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

That the Committee review and approve the changes to the (i) Head Athletic Coach Employment Agreement, (ii) Head Athletic Coach Checklist, and (iii) Athletic Director Employment Agreement, as shown in the attached exhibits. In addition, the Committee may review other provisions of the employment agreements and suggest and approve additional changes as the Committee deems necessary.

4. IMPETUS (WHY NOW?):

In February of 2016 the Board approved the current versions of the Head Athletic Coach Employment Agreement and the Athletic Director Employment Agreement. Since that time the Board approved a new policy authorizing institution presidents to approval all athletic department personnel employment agreements – including for head athletic coaches and athletic directors. Certain technical corrections and clarifications need to be made to the employment contracts as a result of the Board's new policy. Accordingly, revised versions of the Head Athletic Coach Employment Agreement and Athletic Director Employment Agreement are presented for the Committee's review and consideration.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

The proposed revisions to the Head Athletic Coach Employment Agreement and the Athletic Director Employment Agreement are intended to conform those agreements to the Board's new policy authorizing institution presidents to approve those employment agreements.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

The proposed revisions are not necessary because the institutions already have authority to make reasonable changes to the current employment agreements.

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

Take no action on the proposed changes to the Head Athletic Coach Employment Agreement, Head Athletic Director Checklist, and Athletic Director Employment Agreement - and provide other other direction to System and institutional staff.

8. COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title #____ Chapter #____ Section #____
- Amends Current Board Policy: Title #____ Chapter #____ Section #____
- Amends Current Procedures & Guidelines Manual: Chapter #5 Section #14
- Other: _____
- Fiscal Impact: Yes____ No
Explain: _____