

BOARD OF REGENTS  
BRIEFING PAPER

**1. Agenda Item Title: Men's Basketball Head Coach Employment Agreement for Christopher Michael Beard**

**Meeting Date: April 8, 2016**

**2. BACKGROUND & POLICY CONTEXT OF ISSUE:**

This is a five-year Head Coach Employment Agreement (April 8, 2016 through June 30, 2021) for Christopher Michael Beard to serve as the Men's Basketball Head Coach at UNLV. Beard has been the head coach for the University of Arkansas at Little Rock since April 2015 and spent 10 years as an assistant coach at Texas Tech working under Bobby Knight. He received his bachelor of science degree in Kinesiology from the University of Texas at Austin in 1995.

**3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:**

UNLV Athletics is seeking approval for a five-year contract from April 8, 2016 through June 30, 2021 for Men's Basketball Head Coach.

If approved, beginning on April 8, 2016 through June 30, 2021, the employee's annual compensation will be as follows:

- 2016-17: Base- \$400,000; Media- \$500,000; Ticket Sales- up to \$100,000 (\$3.4M threshold)
- 2017-18: Base- \$400,000; Media- \$550,000; Ticket Sales- up to \$100,000 (\$3.4M threshold)
- 2018-19: Base- \$400,000; Media- \$600,000; Ticket Sales- up to \$100,000 (\$3.4M threshold)
- 2019-20: Base- \$500,000; Media- \$600,000; Ticket Sales- up to \$200,000 (\$3.6M threshold)
- 2020-21: Base- \$500,000; Media- \$600,000; Ticket Sales- up to \$200,000 (\$3.6M threshold)

The employee is also eligible for retention bonuses of \$300,000 (for 2018-19 and for 2019-20) and \$100,000 (for 2020-21).

Finally, the employee is eligible for a series of incentives based upon team performance.

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

**4. IMPETUS (WHY NOW?):**

UNLV's Men's Basketball program has had an Interim Head Coach since January 2016. If approved, the hiring of Beard 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 Beard led the University of Arkansas at Little Rock men's basketball team to spectacular turnaround this past season. The team finished with a 30-5 overall record and a win over No. 12/10 and fifth seeded Purdue in the NCAA Tournament. This came after the Trojans finished the 2014-15 season with a 13-18 record.
- Coach Beard was named the Sun Belt Conference and the NABC District 24's Coach of the Year after the team set a school and conference record for the most victories in a season. The Trojans opened the season with 10 consecutive victories, which was the best start to a season in Sun Belt Conference history, and included wins at San Diego State, at Tulsa, at Idaho and at DePaul.
- Little Rock finished the regular season with the best record in the nation (27-4) and its 12 road wins were the second-most nationally. The Trojans 14-0 record at home gave the program its first undefeated home campaign since the 1981-82 season.
- Prior to his time with Little Rock, Coach Beard made a number of stops as a head coach at the junior college and Division II level. He owns a career record of 171-50 (.774) in seven seasons as a head coach.
- Coach Beard was 47-15 at D-II Angelo State before taking over at Little Rock. He was named the NABC South Central Region and Lone Star Conference Coach of the Year after leading the Rams to a program-record 28 wins in 2014-15, which propelled the team to its first-ever NCAA Division II Sweet 16 appearance. In his first season at Angelo State, Beard led the team to a 19-9 record after inheriting a program that was coming off three straight losing seasons.

*Revised: June 2010*

- Coach Beard also spent time as the head coach of D-II McMurry University (2012-13), ABA's South Carolina Warriors (2011-12) and junior colleges Seminole State (2000-01) and Fort Scott CC (1999-2000).
- From 2001-11, Coach Beard worked as an assistant and later associate head coach at Texas Tech under the legendary Bob Knight. During his tenure he helped the Red Raiders make four NCAA Tournament appearances, including a Sweet 16 appearance in 2005, and a trip to the NIT Final Four in 2003.

**6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:**

Some may question the fact that Coach Beard has had four (4) coaching position in the last five (5) years, including one (1) season at the University of Arkansas- Little Rock.

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

The hiring of a different person to serve as the Men's Head Basketball Coach at UNLV.

**8. COMPLIANCE WITH BOARD POLICY:**

X 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 annual compensation is as follows:

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