

**BOARD OF REGENTS  
BRIEFING PAPER**

**1. AGENDA ITEM TITLE:** Policy Proposals – Use of Board Approved Template Employment Contracts for Athletic Directors and Coaches

**MEETING DATE:** May 31, 2018 Meeting of the Athletics Committee

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

At the last meeting of the Athletics Committee on February 22, 2018, direction was given to bring forth a policy proposal revising the current policy on the use of the Board approved template employment contracts for athletic directors and coaches. Specifically, the direction was to clarify the circumstances under which the approved templates must be used – e.g. for high dollar contracts and not for all assistant coaches. Attached for the Committee’s consideration are two Policy Proposals that amend the relevant provisions of the *Board of Regents’ Handbook* and the *Procedures and Guidelines Manual* to make clear that the Board approved template employment contract only needs to be used when the proposed coach or athletic director contract exceeds the “AD Threshold” (\$200,000 or more and 24 months or more).

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

That the Committee approve the attached Policy Proposals revising Title 4, Chapter 24, Section 1, Subsection 10 of the *Board of Regents’ Handbook* and Chapter 5, Section 14 of the *Procedures and Guidelines Manual* to clarify the circumstances under which the institutions must use the Board approved employment contract for athletic directors and coaches.

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

At its last meeting on February 22, 2018, the Committee conducted a review of the current policy authorizing institution presidents to execute employment contracts for athletic directors and coaches. At that meeting direction was given to revise the policy to clarify that the Board approved template employment contract for athletic directors and coaches does not need to be used for all coach contracts. It was required that staff prepare revisions to the policy that establish an appropriate threshold of the use of those template employment contracts.

**5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:**

- Access (Increase participation in post-secondary education)
- Success (Increase student success)
- Close the Achievement Gap (Close the achievement gap among underserved student populations)
- Workforce (Collaboratively address the challenges of the workforce and industry education needs of Nevada)
- Research (Co-develop solutions to the critical issues facing 21<sup>st</sup> century Nevada and raise the overall research profile)
  - Not Applicable to NSHE Strategic Plan Goals

**INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL**

N/A.

**6. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:**

- The Board approved template employment contracts were developed for use in high dollar employment matters – e.g. athletic directors and certain head coaches. The template employment contracts are not necessary for all head coaches and most assistant coaches.
- The attached Policy Proposals establish an appropriate monetary threshold for the use of the Board approved template employment agreements.

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

- The Board approved template employment agreements can be adapted by the institutions to any employment matter and therefore should be used for all coach and athletic director contracts.

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

- The attached Policy Proposals establish a \$200,000 threshold for the use of the Board approved template employment contracts for athletic directors and coaches. The Committee could determine that a different threshold is appropriate.

**9. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:**

That the Committee approve the attached Policy Proposals revising Title 4, Chapter 24, Section 1, Subsection 10 of the Board of Regents' Handbook and Chapter 5, Section 14 of the Procedures and Guidelines Manual in order to clarify the circumstances under which the institutions must use the Board approved employment contract for athletic directors and coaches.

**10. COMPLIANCE WITH BOARD POLICY:**

- Consistent With Current Board Policy: Title #\_\_\_\_\_ Chapter #\_\_\_\_\_ Section #\_\_\_\_\_
- Amends Current Board Policy: Title 4, Chapter 24, Section 1, Subsection 10 (Athletic Directors and Coaches)\_\_\_\_\_
- Amends Current Procedures & Guidelines Manual: Chapter 5, Section 14 (Athletics Coach and Director Agreements, Checklist and Guidelines)
- Other:\_\_\_\_\_
- Fiscal Impact: \_\_\_\_\_ No\_\_\_\_\_ Explain:\_\_\_\_\_