

ADDITIONAL TERMS OF EMPLOYMENT

DIVISION OF INTERCOLLEGIATE ATHLETICS

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

I. Suspension and Termination **For Violation of NCAA or Big Ten Conference Rules**

- (a) Employment may be suspended for a period of time, without pay, or terminated, with immediate cessation of salary payments and fringe benefits, for cause. Cause for suspension or termination includes a significant or repetitive violation(s) by an Employee, or violation(s) by an employee under that Employee's supervision of which that Employee was aware or which was of a character or extent that the Employee should have been aware, of any of the rules, regulations or policies of the Big Ten Conference or the National Collegiate Athletic Association, as modified from time to time.
- (b) Prior to suspension or termination, an Employee (i) shall be provided with written notice of contemplated suspension or termination and a statement of the reasons and facts in support thereof and (ii) shall have five calendar days from receipt of such notice to deliver a written request for a hearing on the contemplated action. Written requests shall be delivered to the Office of the Chancellor. If no written request is received by the Chancellor as provided herein, a contemplated suspension or termination shall become final five calendar days following the Employee's receipt of such notice.
- (c) Upon receipt of a written request for a hearing, the Chancellor shall appoint a three-person hearing board, composed of two individuals from the Athletic Board and one other University employee, to consider the matter and hear reasons for and against the contemplated action. The Employee has the right to appear before the hearing board, with a representative if he or she desires, to comment on the reasons given for the contemplated action and to present reasons against it. The hearing board shall not be bound by formal or technical rules of evidence. The hearing board shall send written findings of fact and recommendations on the matter to the Chancellor or the Chancellor's designee. The Chancellor or designee may seek counsel from the Athletic Board, shall consider the matter and notify, in writing, the Employee, the Director of Intercollegiate Athletics and the hearing board of the decision, which shall be final.
- (d) In the event employment is terminated pursuant to the terms and conditions set forth in these Additional Terms, the terminated Employee shall be entitled to all rights which have accrued under contract as of the termination date.
- (e) In the event of a conflict between these Additional Terms and the University's general terms, conditions, policies and procedures governing employment (as they may be modified from time to time), these Additional Terms shall govern.
- (f) In the event of a conflict between these Additional Terms and any applicable collective bargaining agreement, the collective bargaining agreement shall govern.
- (g) An Employee in a coaching position who is found in violation of NCAA regulations shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA enforcement procedures.

II. Outside Income

Employees shall receive prior written approval and annually report all athletically related income and benefits from sources outside the University of Illinois including, without limitation, income from annuities; sports camps; housing benefits; country club memberships; complimentary ticket sales; television and radio programs; and endorsement or consultation contracts with athletic shoes, apparel or equipment manufacturers. The request and the report shall be made through the Director of Athletics to the Chancellor of the Urbana-Champaign campus.

III. Reporting Rules Violations

Employees shall immediately report any knowledge of potential or known violations of NCAA or Big Ten Conference rules to the Director of Athletics or to the Assistant Director of Athletics for Compliance.

(October 24, 2008)

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