

## **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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**University of Illinois at Urbana-Champaign Division of Intercollegiate Athletics**

**DIA INCENTIVE PROGRAM**

**Incentive Allotments - Coaches**

The following indicates head coaches' and assistant coaches' (only full-time coaches counting towards numerical limitations for purposes of NCAA rules) eligibility for incentive payments at the University of Illinois at Urbana-Champaign. These amounts are not cumulative and coaches shall be entitled to only the greater of any applicable incentive payment.

<b>Football</b>	<b>Basketball</b>	<b>Non-Revenue Sports</b>	<b>Incentive Payment (% of Base Salary)</b>
Non-CFP Bowl Game	NCAA Tournament Team Appearance		Eight Percent (8%)
Big Ten Championship Appearance plus Non-CFP Bowl Game	Big Ten Regular Season or Tournament Champion plus NCAA Tournament Team Appearance		Twelve Percent (12%)
CFP Semi-Final/Championship Bowl Game	NCAA Tournament Final Sixteen	NCAA National Champion Team	Sixteen Percent (16%)
Big Ten Championship Appearance plus CFP Semi-Final/Championship Bowl Game	NCAA Tournament Final Four	N/A	Twenty Percent (20%)

Incentive allotments for a coach may be amended by a multi-year employment contract. In the event of inconsistencies, the terms of the multi-year employment contract will prevail.

**Incentive Allotments – Noncoaching Staff with Sport Specific Responsibilities**

The Director of Athletics and the Athletic Board may recommend to the Chancellor that incentive payments be awarded to Noncoaching Staff with Sport Specific Responsibilities (e.g. Director of Operations, Head Strength Coach, Director of Player Personnel, etc.) in recognition of their assistance towards the achievement of the above goals. The Director of Athletics shall determine the amount of the incentive payments awarded under this section. However, the incentive payment to any individual may not exceed the percentage that would have been applicable under the Incentive Allotment for Coaches.

Football graduate assistant coaches are prohibited from receiving incentive payments under NCAA rules.

CFP – College Football Playoff