



OFFICE OF THE PRESIDENT

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CHANCELLORS

Delegation of Authority--Compensation Contracts for Coaches

At the meeting of July 19, 2007, The Regents approved specific and limited delegations of authority to the President, and further delegations from the President to the Chancellors, to negotiate and finalize compensation contracts for all men's and/or women's coaches and football offensive/defensive coordinators. Effective with The Regents' action of July 19, 2007, I hereby delegate authority to you as set forth below.

You are authorized to negotiate compensation contracts for coaches for reasons of:

- a. Preemptive or Active Retention – When the Chancellor or his/her designee needs to negotiate with an incumbent coach as a result of that coach receiving an expression of serious interest of employment from another entity, or an actual offer of employment from another entity.
- b. Replacement – When after the termination of a coach either by his/her own choice or by the department's choice, the Chancellor or his/her designee must immediately negotiate with candidates to replace the coach who is terminating.

With respect to the above-named circumstances, you are delegated authority to negotiate compensation as follows:

- a. Guaranteed Compensation – An increase of up to 30 percent on annual guaranteed compensation (defined as salary and talent fees). This authority applies the 30 percent limit to the overall cumulative total (before and after negotiation) for Guaranteed Compensation under the new and old contracts.
- b. Maximum Bonus – An increase of up to 15 percent on all incentives or bonuses. This authority applies the 15 percent limit to the overall cumulative total (before and after negotiation) for Maximum Bonus under the new and old contracts.
- c. Deferred Compensation – An increase up to 15 percent on any deferred compensation. This authority applies the 15 percent limit to the overall cumulative total (before and after negotiation) for Deferred Compensation under the new and old contracts.

- d. Camps – An increase of up to 30 percent on compensation earned from camps. This authority applies the 30 percent limit to the overall cumulative total (before and after negotiation) for Camps income under the new and old contracts.
- e. Benefits – To offer the same systemwide benefits, including vacation, sick leave, disability, and standard University of California pension, health and welfare benefits under the programs and policies pertaining to all employees of the University.
- f. Other – To offer courtesy vehicles (supplied by donors/contributors) and non-cash compensation such as club memberships and other perquisites, consistent with standard practices.

Consistent with the above parameters, you are delegated authority to approve the appointment of all men's and/or women's coaches and football offensive/defensive coordinators whose new potential total cash compensation exceeds the Indexed Compensation Level, currently set at \$205,000 per annum.

You must report the actions described above to the Executive Director, Senior Management Compensation, upon completion of the individual action. Actions taken under this delegation of authority will be reported publicly at the next Regents' meeting in the same manner as Interim Authority actions.

The Regents annually will review this delegation of authority, along with a full reporting of all coaches for whom total cash compensation exceeds the Indexed Compensation Level. The President is responsible for providing corresponding updated market and comparability data to The Regents as part of the annual process.

Any proposals exceeding the levels or parameters noted above must be submitted to and approved in advance of hiring by The Regents. Any new coach's contract that proposes an arrangement that represents an exception to policy must be approved in advance by The Regents. In addition, if the contract is to be funded from sources other than athletic department revenues (including athletic equipment supplier agreements) or through private fundraising, the contract must be reviewed and approved by The Regents.

Each Chancellor must include in coaching contracts termination and liability clauses limiting the University's obligations. Each final contract must be reviewed and approved by the Office of the General Counsel.



Robert C. Dynes

cc: Members, President's Cabinet
General Counsel Robinson
Secretary and Chief of Staff Griffiths
Universitywide Policy Office