ARIZONA BOARD OF REGENTS POLICY MANUAL	
6-1001	Multiple-Year Appointments of Head Coaches and of Intercollegiate Athletics Directors
Revision Dates 6/15/2023, 6/12/2020, 9/27/2018, 4/6/2018, 11/4/1988 (adopted)	

ARTICLE J. MULTIPLE-YEAR APPOINTMENTS OF HEAD COACHES AND OF INTERCOLLEGIATE ATHLETICS DIRECTORS

A. This policy applies to multiple-year contracts for intercollegiate athletics directors and the men's football head coach, men's basketball head coach, women's basketball head coach and men's baseball head coach that require board approval as outlined in board policy 6-910. The university presidents retain discretion to make all other athletics-related appointments.

B. Prior to initiating a hiring process for a position listed in paragraph A, the university president shall communicate to the board chair and executive director the following:

1. Anticipated timeline for the hiring process;

2. If the hiring process will include a formal search;

3. Expected salary range;

4. Expected qualifications (years of experience, past success, etc.); and

5. Current market conditions

C. During the hiring process, the university president shall provide progress updates to the board chair and shall inform the board chair and the executive director if the parameters of the process, including salary range or expected candidate qualifications, have changed.

D. Prior to extending a contract offer to an individual candidate and prior to notifying the press, the president shall provide the board chair and the executive director with the key contract terms including anticipated salary and bonus structure.

E. No contractual commitment to a coach or athletics director may exceed a term of five years.

F. All contract terms for the multiple-year employment of an athletics director or a

head coach for football, basketball or baseball will be set forth in a written contract. A head coach or athletics director with a board-approved multiple-year appointment is not subject to the board personnel policies in Chapter VI concerning conditions of service for administrators, faculty, professional, or classified staff, unless the head coach or intercollegiate athletics director also concurrently holds an appointment to another employment position with the university and that other position is subject to one of the conditions of service policies. If the coach or athletics director will begin employment in any capacity prior to the date of board approval of contract terms, the university will communicate to the board the individual's employment status and conditions of employment for the period prior to board approval.

G. The university is responsible for conducting pre-employment due diligence prior to recommending that the board approve the multiple-year contract.

H. In seeking board approval, the university will disclose to the board the following information and proposed contract terms:

1. The duties and responsibilities of the head coach or intercollegiate athletics director;

2. Total annual income package, including base salary (and all incentives) and all other monetary consideration or incentives (e.g., ticket sales);

3. Proposals for academic and performance incentives, bonuses, and designated compensation should indicate current student-athlete or team achievement, average academic performance of the student body, as well as the level of achievement necessary to receive incentive or bonus payments or other designated compensation. The board embraces the ethos of college athletics and expects all student-athletes to be successful in their academic performances as well as in their athletic performances. The board also wants to create and support an environment that recognizes student-athletes are students first and promotes the academic performance of student-athletes beyond academic eligibility requirements.

    a. Incentive and bonus compensation should be awarded only for achievements above expected or average outcomes. Incentives and bonuses are intended as a recognition of performance beyond norms and would not be expected to be paid out on a recurring annual basis.

    b. Designated compensation may be paid for achieving or maintaining a designated standard of continuing academic performance.

4. Clawback provisions requiring return of incentives paid for performance if credit for games or championships are vacated, diminished, or otherwise

"lost" due to NCAA infractions or violations of other binding rules or other penalties, whether self-imposed by the university or imposed by the university's conference or the NCAA;

5. Contract term;

6. Covenants relating to the employee's acceptance of another athletically-related employment position;

7. All buyout provisions related to the individual's previous employment (and if applicable, any buyout for the departing ABOR university coach or athletics director), including information on the source of funds for and amount of the buyout;

8. Bases for early termination of the contract (whether the employee terminates or the university terminates), including mitigation or offset requirements if the employee is employed elsewhere during the remaining term of the contract;

9. Contributions from outside donors, including for a retention bonus or buyouts;

10. Camp agreements;

11. Requirements to disclose outside income, e.g., other service agreements, endorsements, and real estate interests with proximity or connection to athletics or athletics facilities;

12. Additional benefits such as a car, plane usage, country club memberships, etc.; and

13. Other information as the university deems appropriate or as requested by or on behalf of the board.

I. Extensions or other amendments to a contract subject to this policy require board approval.

J. Prior to offering an extension or other amendment, the university president will communicate to the board chair and executive director the following:

1. Timeline for the amendment process; and

2. Key components of the amendment

K. Each university will establish university policies to govern the employment of head coaches for intercollegiate sport programs other than football, basketball, and baseball and for all other coaching staff. The university policies must be

consistent with NCAA and conference legislation and applicable board and university policies.

L. The university will require each athletics director and each university head coach to promptly disclose suspected violations of NCAA or conference rules by the athletics director, coach, or other employees or representatives of the university's athletics department to the appropriate university regulatory official or athletics director and other authorities as appropriate.

M. The university will require each athletics director and each university head coach to cooperate fully in investigations initiated by the NCAA, conference, the university, or law enforcement.

N. The university will require each athletics director, each university head coach, and all members of the athletics department staff to comply with all board and university policies, including all reporting and other requirements under Title IX and other laws related to sexual violence, sexual assault, and related conduct.

O. Prior to terminating a contract subject to this policy, the university president shall inform the board chair and executive director.

Policy History

11/4/1988 Approved by the Board on second reading.

4/6/2018 Policy revision approved by the Board on second reading.

9/27/2018 Policy revised to reflect "Executive Director" of the Board in place of "President."

6/12/2020 Policy revision approved by the Board on second reading.

6/15/2023 Policy revision approved by the Board on second reading.

Related Information