

Approved by the Board of Trustees
May 11, 2017

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Board Meeting
May 11, 2017

APPOINT HEAD VARSITY COACH, MEN'S BASKETBALL, URBANA

Action: Appoint Head Varsity Coach, Men's Basketball, Division of Intercollegiate Athletics

Funding: Non-Appropriated Institutional Funds in the Division of Intercollegiate Athletics Operating Budget

The Chancellor, University of Illinois at Urbana-Champaign and Vice President, University of Illinois recommends the appointment of Bradley Underwood, formerly Head Coach for Men's Basketball, Oklahoma State University, Stillwater, Oklahoma, as Head Varsity Coach, Men's Basketball, Division of Intercollegiate Athletics, Urbana-Champaign.

The Director of the Division of Intercollegiate Athletics, Joshua H. Whitman, following consultation with and approval of the Chancellor, requested Mr. Underwood to serve as Head Varsity Coach, Men's Basketball-Designate effective March 18, 2017, subject to and in anticipation of seeking Board of Trustees approval for Mr. Underwood's appointment as Head Varsity Coach, Men's Basketball at the May 11, 2017, Board of Trustees meeting.

A contract is proposed for Mr. Underwood for approximately a six-year term from May 12, 2017, through April 30, 2023. Mr. Underwood's total annual compensation will be comprised of an annual base salary and an annual increment for

television, radio, education, public relations, and promotional activities. During each successive year of the contract term, Mr. Underwood's annual compensation will increase by \$100,000, consisting of an annual increase of \$25,000 to his base salary and an annual increase of \$75,000 to his additional compensation. Mr. Underwood's compensation shall include:

<u>Contract Year</u>	<u>Base Salary</u>	<u>Additional Compensation</u>	<u>Total Compensation</u>
Initial Term: (03/18/2017-04/30/2017)	\$82,877	\$248,630	\$331,507
Year 1: (05/01/2017-04/30/2018)	\$687,500	\$2,062,500	\$2,750,000
Year 2: (05/01/2018-04/30/2019)	\$712,500	\$2,137,500	\$2,850,000
Year 3: (05/01/2019-04/30/2020)	\$737,500	\$2,212,500	\$2,950,000
Year 4: (05/01/2020-04/30/2021)	\$762,500	\$2,287,500	\$3,050,000
Year 5: (05/01/2021-04/30/2022)	\$787,500	\$2,362,500	\$3,150,000
Year 6: (05/01/2022-04/30/2023)	\$812,500	\$2,437,500	\$3,250,000

Mr. Underwood will receive separate retention incentive compensation payments of \$600,000 if he remains continuously employed as Head Varsity Coach, Men's Basketball through May 1, 2020, and May 1, 2022, respectively. Mr. Underwood will also be eligible for performance incentive compensation in accordance with the Division of Intercollegiate Athletics incentive program specific to the position of Head Varsity Coach, Men's Basketball. Goals will derive from athletic and academic achievements, including conference championships, post-season appearances, conference and national coaching awards, increases in game attendance, and team academic performance. The maximum amount of performance incentive compensation for which he could be eligible on an annual basis is \$900,000.

Other significant terms and conditions of Mr. Underwood's employment, which will be negotiated and included in the employment agreement, will include payment for "buying out" Mr. Underwood's commitments under a prior contract with Oklahoma State University, ninety percent of net profits from Men's Basketball camps, reimbursement of moving expenses, use of two courtesy vehicles, a country club membership, and standard benefits with contributions and benefit amount based upon the base salary where relevant.

Mr. Underwood's employment agreement will set forth instances in which he may be terminated for cause, including, but not limited to, failure to perform his responsibilities, conduct that brings the University into disrepute, or violations of laws, policies, or governing rules. The employment agreement will also provide for the payment of liquidated damages in the event Mr. Underwood is terminated without cause, subject to mitigation if he obtains other employment following termination. Similarly, Mr. Underwood will pay to the University liquidated damages in the event he resigns his employment prior to the conclusion of the contract term.

Funding is provided from non-appropriated institutional funds in the Division of Intercollegiate Athletics operating budget.

He succeeds John G. Groce.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, the General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

The President of the University concurs.

(A biosketch follows.)

BRADLEY UNDERWOOD

Education

Kansas State University, Manhattan, B.S., 1987

Professional or Other Experience

Dodge City Community College, Kansas, 1988-92, Men's Basketball Head Coach

Western Illinois University, Macomb, 1992-2003, Men's Basketball Assistant Coach

Daytona State College, Daytona Beach, Florida, 2003-06, Men's Basketball Head Coach

Kansas State University, Manhattan, 2006-07, Director of Operations; 2007-11, Men's Basketball Assistant Coach; 2011-12, Men's Basketball Associate Coach

University of South Carolina, Columbia, 2012-13, Men's Basketball Associate Coach

Stephen F. Austin State University, Nacogdoches, Texas, 2013-16, Men's Basketball Head Coach

Oklahoma State University, Stillwater, 2016-17, Men's Basketball Head Coach