

Board Meeting
May 11, 2017

APPOINT HEAD VARSITY COACH, WOMEN'S BASKETBALL, URBANA

Action: Appoint Head Varsity Coach, Women'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 Nancy Fahey, formerly Head Coach for Women's Basketball, Washington University, St. Louis, as Head Varsity Coach, Women'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 Ms. Fahey to serve as Head Varsity Coach, Women's Basketball-Designate effective March 22, 2017, subject to and in anticipation of seeking Board of Trustees approval for Ms. Fahey's appointment as Head Varsity Coach, Women's Basketball at the May 11, 2017, Board of Trustees meeting.

A contract is proposed for Ms. Fahey for approximately a six-year term from May 12, 2017, through April 30, 2023. Ms. Fahey's annual compensation during the initial partial year and the first full year of the term (i.e., from March 22, 2017,

through April 30, 2018) will be \$500,000. Annual compensation will increase in years 2 and 3 by \$20,000 per year, and in years 4, 5, and 6 by \$25,000 per year.

<u>Contract Year</u>	<u>Base Salary</u>	<u>Additional Compensation</u>	<u>Total Compensation</u>
Initial Term: (03/22/2017-04/30/2017)*	\$32,359	\$21,573	\$53,932
Year 1: (05/01/2017-04/30/2018)	\$300,000	\$200,000	\$500,000
Year 2: (05/01/2018-04/30/2019)	\$310,000	\$210,000	\$520,000
Year 3: (05/01/2019-04/30/2020)	\$320,000	\$220,000	\$540,000
Year 4: (05/01/2020-04/30/2021)	\$330,000	\$235,000	\$565,000
Year 5: (05/01/2021-04/30/2022)	\$340,000	\$250,000	\$590,000
Year 6: (05/01/2022-04/30/2023)	\$350,000	\$265,000	\$615,000

**Approximated pro-rata computation*

Ms. Fahey will be eligible for performance incentive compensation, in accordance with the Division of Intercollegiate Athletics incentive program specific to the position of Head Varsity Coach, Women'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.

Other significant terms and conditions of Ms. Fahey's employment, which will be negotiated and included in the employment agreement, will include ninety percent of net profits from Women's Basketball camps, reimbursement of moving expenses, use of two courtesy vehicles or equivalent stipends, a country club membership, and standard benefits with contributions and benefit amount based upon the base salary where relevant. Ms. Fahey's employment agreement will set forth instances in which she may

be terminated for cause, including, but not limited to, failure to perform her 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 Ms. Fahey is terminated without cause, subject to mitigation if she obtains other employment following termination. Similarly, Ms. Fahey will pay to the University liquidated damages in the event she resigns her employment prior to the conclusion of her term.

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

She succeeds Matthew M. Bollant.

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 with this recommendation.

(A biosketch follows.)

NANCY FAHEY

Education

University of Wisconsin-Madison, B.A., 1981

Professional or Other Experience

Washington University, St. Louis, Missouri, 1986-2017, Women's Basketball Head Coach; 2015-17, Assistant Director of Athletics

Johnsburg High School, McHenry, Illinois, 1982-86, Girls' Basketball Coach