

Approved by the Board of Trustees  
January 21, 2016

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Board Meeting  
January 21, 2016

## APPOINT HEAD VARSITY COACH, FOOTBALL, URBANA

**Action:** Appoint Head Varsity Coach, Football

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

The Interim Chancellor, University of Illinois at Urbana-Champaign, and Interim Vice President, University of Illinois recommends the appointment of William J. Cubit, formerly Interim Head Varsity Coach, Football, University of Illinois at Urbana-Champaign as Head Varsity Coach, Football, Division of Intercollegiate Athletics, Urbana-Champaign.

Interim Director of the Division of Intercollegiate Athletics, Paul Kowalczyk, following consultation with and approval by the Interim Chancellor, and subject to Board of Trustees approval, requested Mr. Cubit serve as Head Varsity Coach for a two-year period, from January 1, 2016, through December 31, 2017.

Mr. Cubit joined the Football program as Assistant Varsity Coach on January 14, 2013, and was promoted to Associate Head Coach/Offensive Coordinator effective February 1, 2014. He was appointed to serve as Interim Head Varsity Coach-Designate (September 1, 2015, through September 9, 2015) and Interim Head Varsity Coach from September 10, 2015, through December 31, 2015, for which Mr. Cubit was

compensated an additional \$100,000 per month, bringing his total compensation to \$915,000 for the 2015-16 football appointment period.

A contract is proposed for the period January 1, 2016, through December 31, 2017, for Mr. Cubit to hold the position of Head Varsity Coach, Football-Designate from January 1, 2016, through January 21, 2016, followed by Head Varsity Coach, Football, effective January 22, 2016, with annual compensation of \$1,200,000, comprised of an annual base salary of \$400,000 for coaching duties and a component of \$800,000 annually for television, radio, education, public relations, and promotional activities. Each season, Mr. Cubit will be eligible for incentive compensation based on team performance in an amount up to 20 percent of his base salary, approximately \$80,000.

Other significant terms and conditions of Mr. Cubit's employment will include the following:

- Full standard benefits on the same terms as provided by the University to all professional employees, with contributions and benefit amount based upon the base salary where relevant.
- Use of two courtesy vehicles at all times.
- A country club membership.
- \$2,420,000 minimum salary pool for nine Assistant Coaches.
- An Employment Agreement that will include appropriate terms for termination related to the University's action or resignation by the Coach within the contract period.

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

He succeeds Timothy D. Beckman.

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 the Board of Trustees policies and directives.

The President concurs with this recommendation.

### WILLIAM J. CUBIT

#### Education

University of Delaware, Newark, B.S., 1975

Saint Joseph's University, Philadelphia, Pennsylvania, M.Ed., 1981

#### Professional or Other Experience

Swarthmore College, Pennsylvania, 1975-76, Offensive Backs/Receivers Coach,  
Passing Game Coordinator

Sharon Hill High School, Pennsylvania, 1977-81, Head Football Coach

Academy Park High School, Sharon Hill, Pennsylvania, 1982, Head Football  
Coach

University of Central Florida, Orlando, 1983-85, Assistant Head  
Coach/Defensive Backs Coach/Recruiting Coordinator

Martin County High School, Stuart, Florida, 1986-88, Head Football  
Coach/Athletic Director

University of Florida, Gainesville, 1989-90, Quarterbacks Coach

University of Akron, Ohio, 1990-91, Running Backs Coach

Widener University, Chester, Pennsylvania, 1992-96, Head Football  
Coach/Director of Athletics

Western Michigan University, Kalamazoo, 1997-2000, Offensive  
Coordinator/Quarterbacks Coach

University of Missouri, Columbia, 2000-01, Offensive Coordinator/Quarterbacks  
Coach

Rutgers University, Piscataway, New Jersey, 2001-02, Offensive  
Coordinator/Quarterbacks Coach

Stanford University, California, 2003-04, Quarterbacks Coach

Western Michigan University, Kalamazoo, 2005-12, Head Football Coach

University of Illinois at Urbana-Champaign, 2013-14, Assistant Varsity Coach;  
2014-15, Associate Head Coach/Offensive Coordinator; 2015, Interim Head  
Varsity Coach, Football