

Board Meeting  
July 24, 2014

AMEND MULTIYEAR CONTRACT WITH  
HEAD VARSITY MEN'S BASKETBALL COACH, URBANA

**Action:** Approve Amendment to Employment Contract

**Funding:** Operating Revenue and Corporate Contracts, Division of Intercollegiate Athletics

In May 2012, the Board of Trustees approved the appointment of John G. Groce to serve as Head Men's Basketball Coach, Division of Intercollegiate Athletics, Urbana-Champaign, from March 29, 2012, through April 30, 2017. The employment contract provided compensation for coaching duties and an additional media and marketing salary component. The Board also approved establishment of a deferred compensation account. Coach Groce's base salary and deferred compensation are funded by operating revenue in the Division of Intercollegiate Athletics; his media and marketing services are funded by corporate contracts.

In May 2013, the Board of Trustees approved a first amendment of the employment contract to extend the terms of the contract through April 30, 2018. Coach Groce's base salary continued at \$400,000; the media and marketing salary component was increased from \$1.0 million to \$1.2 million, for a total salary of \$1.6 million, effective May 1, 2013. The University continued to contribute \$100,000 annually to a deferred compensation plan for Groce's retention.

The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois now recommends amending Coach Groce's employment contract to extend the term by one additional year, through April 30, 2019. Coach Groce's base salary will continue at \$400,000. Coach Groce's media and marketing salary component will be increased from \$1.2 million to \$1.3 million for a total salary of \$1.7 million, effective May 1, 2014. The University will continue to contribute \$100,000 annually to the deferred compensation plan previously approved by the Board for Coach Groce's retention. This amount will fully vest upon conclusion of the remaining four years in the plan, if he remains continuously employed as Head Varsity Coach, Men's Basketball through April 30, 2017. Coach Groce will continue to be eligible for incentives in accordance with his original employment contract. Coach Groce will continue to have the use of two automobiles, country club membership, and standard University fringe benefits.

One of the top NCAA Division I men's basketball head coaches in the country, Coach Groce has led the Fighting Illini men's basketball program with great success since March 2012. In the classroom, academic successes include four student-athletes named to the Academic All-Big Ten team in the past two years and a perfect NCAA Academic Progress Rate (APR) score of 1,000 for 2013-14. On the court, Coach Groce led Illinois to back-to-back 20-win seasons and postseason appearances in his first two years. Despite a significant transition in players, the 2013-14 team had numerous wins, including against two nationally ranked opponents. The squad finished 11th nationally in defense and held four straight conference opponents under 50 points for the

first time since 1947. Attendance at Fighting Illini men's basketball games ranked 15<sup>th</sup> nationally in 2013-14, an increase from the previous year. Coach Groce and his staff have been recognized by national media and others for their ability to recruit, sign, and develop highly regarded student-athletes. Coach Groce has excelled in other areas as well, including building strong relationships between the program and its former student-athletes, and participating extensively and successfully in fundraising efforts for the State Farm Center renovation. Coach Groce also is active in community service initiatives such as Coaches v. Cancer, the Center for Wounded Veterans in Higher Education, and the Make-a-Wish Foundation.

No State funds will be used to enhance the original contract. Funds are available from operating revenue, broadcast revenue, and corporate contracts within the Division of Intercollegiate Athletics.

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.