

Approved by the Board of Trustees
May 21, 2020

Board Meeting
May 21, 2020

AMEND MULTI-YEAR CONTRACT,
HEAD VARSITY COACH, WOMEN'S BASKETBALL, URBANA

Action: Amend Multi-year Contract, Head Varsity Women's Basketball Coach

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

On May 11, 2017, the Board of Trustees approved the multi-year appointment of Nancy Fahey as Head Varsity Coach, Women's Basketball, Division of Intercollegiate Athletics, Urbana-Champaign. The initial appointment was for a six-year term, beginning on May 12, 2017, and ending on April 30, 2023. Ms. Fahey served as Head Varsity Coach, Women's Basketball – Designate from March 22, 2017, until May 12, 2017. The Board also approved Ms. Fahey's anticipated compensation for each year of the term, including a description of her base salary and an annual increment for television, radio, public relations, and promotional activities. The Board also approved the ability for Ms. Fahey to earn additional performance incentive compensation for achieving specific academic and athletic performance goals as determined in advance by the Director of Athletics. 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, were provided to Ms. Fahey.

The Chancellor, University of Illinois at Urbana-Champaign, and Vice President, University of Illinois now recommends an amendment to Ms. Fahey's employment contract, to extend the term by two additional years, through April 30, 2025, in accordance with the compensation schedule below, and to make other modifications:

<u>Original Contract Term</u>	<u>Base Salary</u>	<u>Additional Compensation</u>	<u>Total Compensation</u>
03/22/2017-04/30/2017*	\$32,359	\$21,573	\$53,932
05/01/2017-04/30/2018	\$300,000	\$200,000	\$500,000
05/01/2018-04/30/2019	\$310,000	\$210,000	\$520,000
05/01/2019-04/30/2020	\$320,000	\$220,000	\$540,000
05/01/2020-04/30/2021	\$330,000	\$235,000	\$565,000
05/01/2021-04/30/2022	\$340,000	\$250,000	\$590,000
05/01/2022-04/30/2023	\$350,000	\$265,000	\$615,000
<u>Amended/Extended Contract Term</u>	<u>Base Salary</u>	<u>Additional Compensation</u>	<u>Total Compensation</u>
05/01/2023-04/30/2024	\$360,000	\$285,000	\$645,000
05/01/2024-04/30/2025	\$370,000	\$305,000	\$675,000

* Approximated pro-rata computation

Other significant terms and conditions of Ms. Fahey's original employment agreement will remain in effect or will be appropriately amended to reflect the extension of the term. These include setting 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 amended employment agreement will also continue to provide for the payment of liquidated damages throughout the term of employment 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 the term.

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

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.

NANCY FAHEY

Education

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

Professional or Other Experience

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

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

University of Illinois at Urbana-Champaign, 2017-present, Head Varsity Coach, Women's Basketball