



**AGENDA**  
**SPECIAL CALLED TELEPHONE MEETING**  
**of**  
**THE UNIVERSITY OF TEXAS SYSTEM**  
**BOARD OF REGENTS**  
**July 30, 2021**  
**Austin, Texas**

**Page**

CONVENE THE BOARD IN OPEN SESSION TO RECESS TO EXECUTIVE SESSION

*9:00 a.m.*

1. Individual Personnel Matters Relating to Officers or Employees – Section 551.074
  - a. **U. T. System: Discussion and appropriate action regarding individual personnel matters relating to appointment, employment, evaluation, compensation, assignment, and duties of presidents (academic and health institutions including interim presidents); U. T. System Administration officers (Executive Vice Chancellors and Vice Chancellors); other officers reporting directly to the Board (Chancellor, General Counsel to the Board, and Chief Audit Executive); Board members; and U. T. System and institutional employees**
  - b. **U. T. Austin: Discussion and possible appropriate action related to individual personnel issues associated with athletic contracts**
2. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers – Section 551.071
  - a. **U. T. System Board of Regents: Discussion with Counsel on pending legal issues**
  - b. **U. T. Austin: Discussion and possible appropriate action related to legal issues associated with athletic contracts and conference membership matters**
3. Deliberation Regarding Security Devices or Security Audits - Sections 551.076 and 551.089

**U. T. System Board of Regents: Discussion and appropriate action regarding safety and security issues, including security audits and the deployment of security personnel and devices**

RECONVENE IN OPEN SESSION TO CONSIDER ACTION ON EXECUTIVE SESSION ITEMS AND AGENDA ITEMS

1. **U. T. System Board of Regents: Approval of Consent Agenda items**
  - a. **Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Head Men's Basketball Coach Christopher M. Beard and related Professional Services and License Agreement with Baseline Group LLC (or its successor or substitute)**

**3**

- b. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Men's Basketball Managing Director Chris Ogden
  - c. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Assistant Men's Basketball Coach Jerrance Howard
  - d. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Assistant Men's Basketball Coach Ulric Maligi
  - e. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Associate Head Men's Basketball Coach Rodney Terry
  - f. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Men's Basketball Strength and Conditioning Coach John Reilly
  - g. Employment Agreement - U. T. Austin: Approval of terms of new Employment Agreement for current Head Baseball Coach David Pierce
  - h. Employment Agreement - U. T. Austin: Approval of terms of new Employment Agreement for current Head Volleyball Coach Jerritt Elliott
2. **U. T. Austin: Discussion and possible appropriate action regarding athletic contracts and athletic conference membership matters** **4**

ADJOURN

*9:30 a.m.  
approximately*

1. **U. T. System Board of Regents: Approval of Consent Agenda**

**RECOMMENDATION**

The Board will be asked to approve the Consent Agenda beginning on [Page 5](#).

2. **U. T. Austin: Discussion and possible appropriate action regarding athletic contracts and athletic conference membership matters**



**THE UNIVERSITY OF TEXAS SYSTEM  
BOARD OF REGENTS  
CONSENT AGENDA**

**Special Called Board Meeting:**

July 30, 2021  
Austin, Texas

- a. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Head Men’s Basketball Coach Christopher M. Beard and related Professional Services and License Agreement with Baseline Group LLC (or its successor or substitute)

The following Head Men’s Basketball Coach Employment Agreement and related Professional Services and License Agreement with Baseline Group LLC (or its successor or substitute) are recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. The terms of the Agreement were previously reviewed pursuant to Regents’ *Rules and Regulations*, Rule 10501, Section 2.2.12(a). If the Agreements are approved, total compensation for the contract period for Christopher Beard will be in excess of \$1 million. The Agreements reference the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents’ *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$2,000,000

Payment to Baseline Group LLC: \$3,000,000  
Annual payment, to be paid on bi-monthly basis

Supplemental compensation and benefits:

Automobile: Two dealer cars or allowance of \$625 per month in lieu of one car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Partner and Dependent Children Travel: In accordance with Athletics Department's policies and procedures, Head Coach’s partner and dependent children may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Private Airplane Use: University to provide 20 hours of private aircraft flight time for personal use each year and unused hours will not carryover

Relocation and Temporary Housing Allowance: \$250,000

Tickets available upon request:

Up to 20 tickets at a mutually agreeable location at all home men's basketball games and eight tickets at away men's basketball games (including commensurate parking)

Up to six tickets to all home games for all other U. T. Austin sports

Up to 12 tickets to all post-season men's basketball games

Assumption of Previous Contractual Obligation: U. T. Austin will make a one-time payment to Head Coach's previous employer to satisfy a contractual obligation owed as a result of the voluntary termination of Head Coach's previous employment agreement. U. T. Austin agrees to make Head Coach whole for any tax liability incurred as a result of such payment.

Nike Elite: U. T. Austin will provide Head Coach with an annual \$5,000 Nike Elite taxable allocation.

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Vice President and Athletics Director

Incentives:

Performance incentives: maximum of \$850,000 annually

Source of Funds: Intercollegiate Athletics

Period: April 1, 2021 through March 31, 2028

b. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Men's Basketball Managing Director Chris Ogden

The following Men's Basketball Managing Director Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Chris Ogden will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$507,500

Supplemental compensation and benefits:

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 2, 2021 through March 31, 2024

c. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Assistant Men's Basketball Coach Jerrance Howard

The following Men's Basketball Assistant Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Jerrance Howard will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$407,500

Supplemental compensation and benefits:

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 8, 2021 through March 31, 2023

d. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Assistant Men's Basketball Coach Ulric Maligi

The following Men's Basketball Assistant Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Ulric Maligi will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$400,000

Supplemental compensation and benefits:

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 2, 2021 through March 31, 2023

e. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Associate Head Men's Basketball Coach Rodney Terry

The following Associate Head Men's Basketball Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Rodney Terry will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$500,000

Supplemental compensation and benefits:

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Relocation and Temporary Housing Allowance: \$29,000

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 8, 2021 through March 31, 2024

f. Employment Agreement - U. T. Austin: Approval of terms of Employment Agreement for new Men's Basketball Strength and Conditioning Coach John Reilly

The following Men's Basketball Strength and Conditioning Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for John Reilly will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

Proposed: Annual Base Salary: \$300,000

Supplemental compensation and benefits:

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

Relocation and Temporary Housing Allowance: \$29,000

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Source of Funds: Intercollegiate Athletics

Period: April 2, 2021 through March 32, 2024

g. Employment Agreement - U. T. Austin: Approval of terms of new Employment Agreement for current Head Baseball Coach David Pierce

The following Head Baseball Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for David Pierce will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

From: **Guaranteed compensation:**

Annual Base Salary: \$600,000

Additional annual compensation: \$150,000

Licensing/Proprietary Rights annual payment: \$100,000

Reduced Salary Payment: One-time payment in the amount of \$118,750

Automobile: Two dealer cars

Sports Camps and Clinics: Annual camp payment of \$50,000

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and procedures, Head Coach's spouse may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Tickets available upon request:

Up to 12 tickets for all home baseball games

Up to eight tickets for away baseball games (when available from team allocation)

Up to two tickets for all home football games

Up to two tickets for all away football games

Up to two tickets for all home volleyball games

Up to two tickets for all home men's and women's basketball games

**Nonguaranteed compensation:**

Incentives:

Greater of: (i) \$15,000 if Team wins Conference Tournament or  
(ii) \$20,000 if Team wins regular season Conference Championship

Greater of: (i) \$15,000 if Team participates in NCAA Regional or  
(ii) \$50,000 if Team participates in Super Regional

Team participates in College World Series: \$25,000

Greater of: (i) \$50,000 if Team participates in College World Series  
Championship Series or (ii) \$100,000 if Team wins College World  
Series

Greater of: (i) \$10,000 if Coach is named Conference Coach of the  
Year, (ii) \$15,000 if Coach is named Regional Coach of the Year or  
(iii) \$25,000 if Coach is named National Coach of the Year

To: **Guaranteed compensation:**

Annual Base Salary: \$1,200,000

Reduced Salary Payment: One-time payment in the amount  
of \$118,750

Automobile: Two dealer cars

Club membership: In accordance with Athletics Department's  
policies and procedures, and based on availability and business  
need

Spousal Travel: In accordance with Athletics Department's policies  
and procedures, Head Coach's spouse may travel to away games;  
provided however, University-paid, or reimbursed expenses  
associated with such travel may be considered as taxable income  
per Internal Revenue Service guidelines.

Tickets available upon request:

Up to 16 tickets at all home baseball games for home regular  
season games and up to 24 tickets for home postseason baseball  
games

Up to 12 tickets for away regular season baseball games and up to  
24 tickets for away postseason games (when available from  
team allocation)

Up to two tickets at all home football games

Up to two tickets at all away football games

Up to two tickets at all home volleyball games

Up to two tickets at all home men's and women's basketball games

**Nonguaranteed compensation:**

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Head Coach and Vice President and Athletics Director

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Conference Coach of the Year: 2% of the annual base salary

National Coach of the Year: 5% of the annual base salary

Guaranteed

Compensation

Percent Change: Increase of approximately 33.3%

Nonguaranteed

Compensation

Change: Maximum increase of approximately 101.8%

Source of Funds: Intercollegiate Athletics

Period: September 1, 2021 through August 31, 2026

h. Employment Agreement - U. T. Austin: Approval of terms of new Employment Agreement for current Head Volleyball Coach Jerritt Elliott

The following Head Volleyball Coach Employment Agreement is recommended for approval by the U. T. System Board of Regents by the Chancellor, the Executive Vice Chancellor for Academic Affairs, and the Vice Chancellor and General Counsel and is recommended for approval by the U. T. System Board of Regents. If the Agreement is approved, total compensation for the contract period for Jerritt Elliott will be in excess of \$1 million. The Agreement references the Constitution and Bylaws of the National Collegiate Athletic Association, any intercollegiate athletic conference of which The University of Texas at Austin is a member, the Regents' *Rules and Regulations*, and the policies of The University of Texas at Austin. A violation of the provisions of such constitution, bylaws, rules, regulations, or policies may be grounds for suspension without pay and/or dismissal.

From: **Guaranteed compensation:**

Annual Base Salary: \$492,500

Reduced Salary Payment: One-time payment in the amount of \$62,875

Automobile: One dealer car

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and procedures, Head Coach's spouse may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

**Nonguaranteed compensation:**

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Head Coach and Vice President and Athletics Director

Performance Incentives: (cumulative)

Team wins Big 12 Conference Championship: \$25,000

Team qualifies for NCAA Tournament: \$5,000

Team qualifies for NCAA Tournament as top four seed: \$7,500

Team participates in NCAA Round of 32: \$10,000

Team participates in NCAA Round of 16: \$10,000

Team participates in NCAA Round of 8: \$15,000

Team participates in NCAA championship semi-finals: \$20,000

Team participates in NCAA championship match (final): \$25,000

Team wins NCAA championship: \$35,000

Conference Coach of the Year: \$2,000

National Coach of the Year: \$10,000

To: **Guaranteed compensation:**

Annual Base Salary: \$557,500, prorated in partial fifth Contract Year

Reduced Salary Payment: One-time payment in the amount of \$62,875

Club membership: In accordance with Athletics Department's policies and procedures, and based on availability and business need

Spousal Travel: In accordance with Athletics Department's policies and procedures, Head Coach's spouse may travel to away games; provided however, University-paid, or reimbursed expenses associated with such travel may be considered as taxable income per Internal Revenue Service guidelines.

Tickets: In accordance with Athletics Department's policies and procedures, and based on availability

**Nonguaranteed compensation:**

Sports Camps and Clinics: In accordance with Athletics Department's policies and procedures and determined by the Head Coach and Vice President and Athletics Director

Incentives:

Team performance incentives: maximum of 30% of the annual base salary

Conference Coach of the Year: 2% of the annual base salary

National Coach of the Year: 5% of the annual base salary

Guaranteed  
Compensation

Percent Change: Increase of approximately 13.2%

Nonguaranteed  
Compensation

Change: Maximum increase of approximately 25.4%

Source of Funds: Intercollegiate Athletics

Period: September 1, 2021 through December 31, 2025