

APPENDIX A – summary of employment agreement approvals (per Sec. 07.12.3.e, *Regents' Rules*)

BOARD APPROVAL REQUIRED	<i>per Section 07.12.3... ↓</i>	BOARD APPROVAL NOT REQUIRED
<p>If <u>any</u> of the following provisions apply, the agreement must be approved by the Board:</p> <ul style="list-style-type: none"> • Total compensation over the entire term of the contract exceeds \$1.0 million. • Term is longer than 4 years. • Termination payment exceeds an amount equal to the discounted net present cash value of the contract upon termination at the U.S. Treasury rate that matches the remaining term of the contract. • Contract allows for development leave inconsistent with <i>Regents' Rules</i> or institutional operating policies. • Contract awards tenure in any way other than as provided in Board-approved operating policies. 	<p>← e(2)(a) →</p> <p>← e(2)(b) →</p> <p>← e(2)(c) →</p> <p>← e(2)(d) →</p> <p>← e(2)(e) →</p>	<p><u>All</u> of the following provisions must apply for the agreement to be exempt from Board approval:</p> <ul style="list-style-type: none"> • Total compensation over the entire term of the contract is \$1.0 million or less. • Term is 4 years or less. • Termination payment does <u>not</u> exceed an amount equal to the discounted net present cash value of the contract upon termination at the U.S. Treasury rate that matches the remaining term of the contract. • Contract does <u>not</u> allow development leave inconsistent with <i>Regents' Rules</i> or institutional operating policies. • Contract does <u>not</u> award tenure in any way other than as provided in Board-approved operating policies.
<p>Chancellor or President contract. [see Sections 02.01.2 and 02.03.1.b(2), respectively]</p>	← e(3)(a)	— — — —
<p>Athletic director or head coach contract if:</p> <ul style="list-style-type: none"> • total compensation over the entire term of the contract exceeds \$2.0 million; OR • term exceeds 5 years. 	← e(3)(b)i →	<p>Athletic director or head coach contract if: • total compensation over entire term of the contract is \$2.0 million or less; AND ... • term is 5 years or less. [President approves, and Chancellor gets prior notice.]</p>
<p>Assistant coach contract if:</p> <ul style="list-style-type: none"> • total compensation over the entire term of the contract exceeds \$1.0 million; OR • term exceeds 3 years. 	← e(3)(b)ii →	<p>Assistant coach contract if: • total compensation over the entire term of the contract is \$1.0 million or less; AND ... • term is 3 years or less. [President approves, and Chancellor gets prior notice.]</p>
<p>Health-related institution faculty contract if: any of the general thresholds shown above are exceeded ... but:</p> <ul style="list-style-type: none"> • only state-funded compensation is counted; and • a process for quick approval is provided when needed. 	← e(3)(c) →	<p>Health-related institution faculty contract if: none of the general thresholds provided in Sec. 07.12.3.e(2) are exceeded.</p>