

I. Call to Order

Chair Schatzel called the roll. Having determined a quorum present, she called the meeting to order at 9:02 a.m.

Approval of Minutes, 3-28-2024

Dr. Wallace-Boaz made a motion, which Ms. Hayden seconded, to approve the minutes of the March 28, 2024, meeting.

The motion passed.

II. Budget Update

Mr. Bowes provided a ULAA budget update which indicated total resources and expenditures, year-to-date totals, and realized budget percentages. He shared the **attached** document, and then proceeded to field questions from board members with Athletic Director Heird.

No action was taken.

III. Report of the Faculty Athletic Representative

Prof. Wallace-Boaz reported that that the topics of this year's NCAA Sport Science Institute Survey were collegiate wagering and social environments. Results of the survey would be shared in the Fall.

Additionally, FAR Wallace-Boaz stated that the Faculty Senate held elections for the faculty-elected members of the ULAA board and that results will be announced at a future meeting.

Finally, the FAR reported that the Committee on Academic Performance met on April 15 and connected with academic counselors that work day-to-day with student athletes.

Chair Schatzel thanked Prof. Wallace-Boaz for her report.

IV. Report of the Athletic Director

AD Heird, using the **attached** presentation, discussed with board members various team accolades, the hiring of Men's Basketball Head Coach Pat Kelsey, and the 502 Circle, the official Name, Image, Likeness Collective of Louisville Athletics.

Mr. Heird then introduced Student Athletes McCormick and Tillman who shared with board members their NIL experiences on a recent visit to Washington D.C. where they spoke with legislators.

The student athletes, along with Messrs. Heird and Bowes, then fielded questions from the board.

Chair Schatzel thanked the AD for his report, and Ms. McCormick and Ms. Tillman for attending the board meeting.

V. Report of the Chair

The chair provided to board members a legislative update using the **attached** presentation. Highlights included the budgetary impacts of the Commonwealth's biennial budget and state-wide initiatives for FY 25 and FY 26.

Chair Schatzel concluded her report by reminding board members to complete their 2023-2024 Conflict of Interest Disclosure Forms that the assistant secretary would be sending to them electronically.

VI. Executive Session

Ms. Hayden made a motion, which Prof. Wallace-Boaz seconded, to recess to executive session to discuss personnel matters pursuant to KRS 61.810(1)(f). The motion passed and the open meeting recessed at 9:38 a.m.

VII. Open Meeting Reconvenes

The open meeting reconvened at 9:57 a.m. The chair reported that the board discussed personnel matters. They then took the following action:

Head Coach of Volleyball

Dr. Wright made a motion, which Dr. Benz seconded, to approve the

Chair's recommendation that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Dani Busboom-Kelly as Head Coach of Volleyball, effective July 1, 2024, and consistent with a term sheet as attached.

The motion passed.

Head Coach of Women's Soccer

Prof. Wallace-Boaz made a motion, which Prof. Hancock seconded, to approve the

Chair's recommendation that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Karen Ferguson-Dayes as Head Coach of Women's Soccer, effective July 1, 2024, and consistent with a term sheet as attached.

The motion passed.

Head Coach of Field Hockey

Dr. Benz made a motion, which Ms. Donahue seconded, to approve the

Chair's recommendation that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Justine Sowry as Head Coach of Field Hockey, effective July 1, 2024, and consistent with a term sheet as attached.

The motion passed.

Head Coach of Women's Golf

Ms. Okorie made a motion, which Prof. Hancock seconded, to approve the

Chair's recommendation that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Whitney Young as Head Coach of Women's Golf, effective July 1, 2024, and consistent with a term sheet as attached.

The motion passed.

Head Coach of Men's Tennis

Mr. Jones made a motion, which Prof. Clark seconded, to approve the

Chair's recommendation that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Rodrigo da Silva as Head Coach of Men's Tennis, effective July 1, 2024, and consistent with a term sheet as attached.

The motion passed.

VIII. Adjournment

Prof. Hancock made a motion, which Ms. Hayden seconded, to adjourn the meeting. The motion passed and the meeting adjourned at 10:00 a.m.

Approved by:


____ Signature on file ____
Assistant Secretary

MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE
UNIVERSITY OF LOUISVILLE ATHLETIC ASSOCIATION, INC.

April 19, 2024

In Executive Session

Present: Dr. Kim Schatzel, Chair
 Prof. Melissa Barnes
 Dr. Larry Benz
 Prof. Eric Berson
 Dr. Gerry Bradley
 Mr. Ryan Bridgeman
 Prof. Jeremy Clark
 Dr. Douglas Craddock
 Ms. Kari Donahue
 Mr. Dan Durbin
 Prof. Meg Hancock
 Ms. Katie Hayden
 Mr. Dennis Heishman
 Mr. Steve Jones
 Prof. Carolyn Klinge
 Mr. Robert Kohn
 Ms. Angel Okorie
 Ms. Sandy Russell
 Ms. Gayle Saunders
 Dr. Sherri Wallace
 Prof. Krista Wallace-Boaz
 Dr. Ron Wright

From the Board

of Trustees: Mr. Jim Rogers
 Ms. Sherrill Zimmerman

From the

University: Mr. Josh Heird
 Ms. Angela Curry
 Mr. Nick Bowes
 Mr. Marvin Mitchell
 Mr. John Carns
 Ms. Lottie Stockwell
 Dr. Pat Ivey
 Ms. Kaelah McMonigle
 Mr. Jake Beamer

I. Call to Order

Chair Schatzel called the executive session to order at 9:38 a.m.

II. Personnel Matters

AD Heird and his deputies discussed personnel matters with board members.

III. Adjournment

Prof. Klinge made a motion, which Ms. Russell seconded, to adjourn the executive session. The motion passed and the session adjourned at 9:56 a.m.

Approved by:


Signature on file
Assistant Secretary

University of Louisville Athletic Association
 FY24 - Q3 Budget Update
 4.19.24

	FY24 Budget	YTD Actuals	% Budget Realized
RESOURCES			
Ticket Sales	\$ 28,358,000	\$ 28,216,182	✓ 99%
Seat Licenses	\$ 16,034,600	\$ 14,882,982	⚠ 93%
Gifts / Endowments	\$ 1,000,000	\$ 870,037	⚠ 87%
Sponsorships	\$ 18,768,000	\$ 12,137,130	✓ 65%
Suite Sales	\$ 6,389,000	\$ 6,143,095	⚠ 96%
Concession Sales	\$ 1,838,400	\$ 1,715,662	↑ 93%
Parking Sales	\$ 1,491,400	\$ 1,494,947	↑ 100%
NCAA / Conference Revenue	\$ 42,648,300	\$ 12,104,715	✓ 28%
Facility Rentals	\$ 1,287,000	\$ 1,065,402	✓ 83%
Other Income	\$ 1,554,000	\$ 2,676,464	↑ 172%
Licensing Revenue	\$ 2,000,000	\$ 1,183,090	✓ 59%
Campus Support	\$ 2,731,300	\$ 2,855,525	✓ 105%

Total Resources	\$ 124,100,000	85,345,231	69%
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EXPENDITURES			
Scholarships	\$ 17,545,294	16,372,197	✓ 93%
Salaries	\$ 41,961,389	34,851,539	⚠ 83%
Benefits	\$ 8,700,469	6,619,350	⚠ 76%
Recruiting	\$ 2,135,843	1,766,509	✓ 83%
Team Game Equipment	\$ 1,200,673	1,110,880	✓ 93%
Team Travel / Post Season	\$ 8,064,760	8,722,799	⚠ 108%
Home Game Operations	\$ 10,170,917	4,127,172	⚠ 41%
Game Guarantees	\$ 1,322,112	1,412,112	✓ 107%
Operating Expense	\$ 21,435,363	16,741,297	⚠ 78%
Other Expenses	\$ 2,512,200	3,003,997	⚠ 120%
Debt Service	\$ 9,050,980	8,111,697	✓ 90%

Total Expenditures	\$ 124,100,000	102,839,549	83%
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Revenue Over / (Under) Expenditures	-	(17,494,318)
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Status Indicators	
Better than Expected	↑
As Expected	✓
Worse than Expected	⚠



ULAA BOARD MEETING

LOUISVILLE ATHLETICS | April 2024

LOUISVILLE

Agenda

- Budget Update
- Department Updates
- ACC Legislative Meetings/Reception





Budget Update

LOUISVILLE



ACC
Postgraduate
SCHOLARS



JULIE KOUIJZER, FIELD HOCKEY

GABBY HOLLOWAY, SOFTBALL

BRYAN HUDSON, FOOTBALL

SYNCLAIR SAVAGE, TRACK & FIELD

ACC
MEN'S
FRESHMAN
Of The Year



CADE DEWITT



FIRST TEAM
ALL-AMERICAN



JAYDEN
ULRICH

SHOT PUT
17.62M (57-9.75)
6TH PLACE





SCORECARD

GENERAL HACKLER CHAMPIONSHIP
HOSTED BY COASTAL CAROLINA

PLACE	NAME	R1	R2	R3	TOTAL
1	MAX KENNEDY	68	71	69	208 (-8)
T3	COOPER CLAYCOMB	70	71	69	210 (-6)
T31	EASTON JOHNSON	73	75	73	221 (+5)
T35	SEBASTIAN MOSS	75	73	74	222 (+6)
T35	CLAY PENDERGRASS	75	75	72	222 (+6)
1	LOUISVILLE	286	290	283	859 (-5)

8TH PLACE



MURILO SARTORI

200 FREESTYLE | 1:32.12



400 FREESTYLE RELAY | 2:48.55



MURILO SARTORI

GUY BROOKS



DALTON LOWE

VLADIMIR DUBININ

15TH PLACE

3RD PLACE



DENIS PETRASHOV

100 BREASTSTROKE | 50.91



8TH PLACE



ILIA SIBIRTSEV

1650 FREESTYLE | 14:41.87



400 MEDLEY RELAY | 3:03.26



CHARLIE CRUSH

DENIS PETRASHOV



DALTON LOWE

GUY BROOKS

11TH PLACE



LOUISVILLE WOMEN'S
SWIM & DIVE

6TH

212

NCAA CHAMPIONSHIPS



CARDS WIN!



13-12

20



FOR THE VILLE



FINAL



7

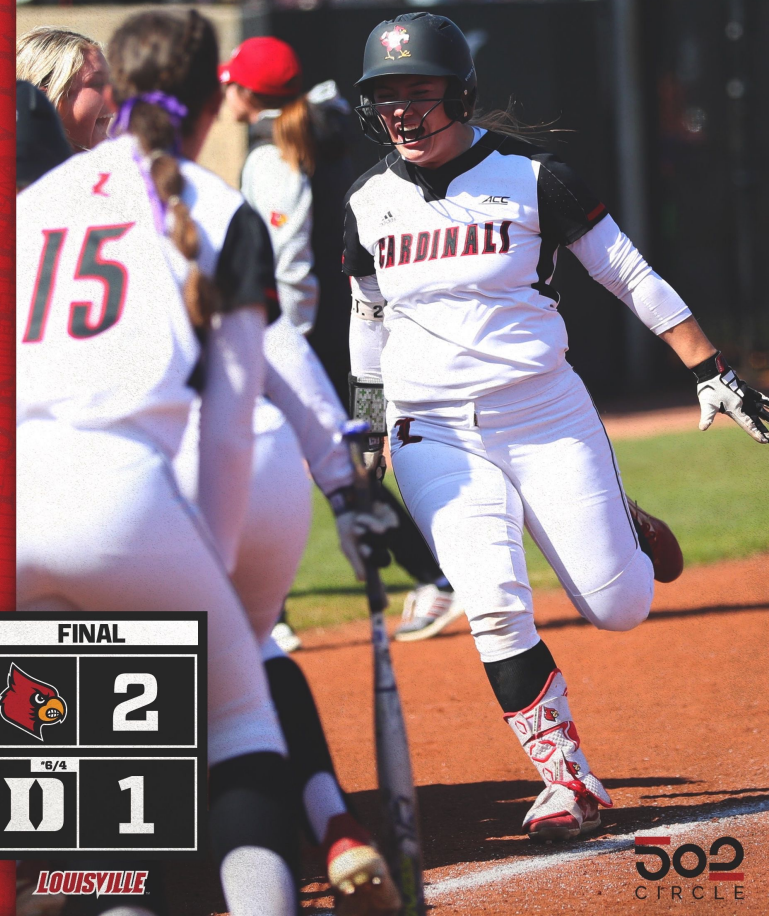
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3

WF

14

LOUISVILLE



FINAL



2

0

6/4

1

LOUISVILLE

502
CIRCLE

SECOND TEAM
ALL-ACC



KIKI JEFFERSON



OLIVIA COCHRAN



ACC



WE'RE



FOR
THE
VILLE.

LOUISVILLE WOMEN'S BASKETBALL

SYDNEY TAYLOR | NELA HARRIS
HENRIK VAN DERKAM | ERICCA WEAVER
ELIJAH BROTHERS | KIKI JEFFERSON
HARRISON WHEELER | HANA RICKARDS | ALEXIA WHEELER
KYLEE LOVE | JAYNA SUNDY | OLIVIA COCHRAN



LOUISVILLE

WELCOME TO
THE VILLE.



PAT KELSEY
HEAD COACH



LOUISVILLE MEN'S BASKETBALL



Commitment to Our Success

Football

502
CIRCLE
FLASH GIVE

\$50,849.00

WBB

502
CIRCLE
FLASH GIVE

\$28,472

Men's Basketball

Louisville Athletics @GoCards · Apr 1

[. @502_Circle](#) is on a mission to expand its membership base to over 2,500 members!

All new memberships up to \$1 million will be matched by Glow Brands and Rick Kueber.

Join Today: 502circle.com/membership-lev...
More Info: uofl.me/3PKdoj

#GoCards

502
CIRCLE
MEMBERSHIP
CAMPAIGN

GLow
BRANDS

2024 Washington, D.C. Trip



Paige McCormick
&
Amaya Tillman





THANK YOU

LOUISVILLE ATHLETICS | APRIL 2024

LOUISVILLE

Report of the President

Legislative Updates

April 19, 2024

Budgetary Impacts Specific to University of Louisville

General Operating Budget Additions:

- + \$5.1 million in each year of the biennium to help offset inflationary cost increases

Restricted Program Budget Additions:

- + \$4.8 million in each year to cover increases in property insurance premiums
- + \$1.5 million in FY25 for an immigration law clinic at the Law School
- + \$1.25 million in each year for pediatric cancer research
- + \$600k over the biennium for cost-share for the Mid-South REACH Grant (NIH)
- + \$10 million for construction, equipment, and operations for a cybersecurity academic program
- + \$10.6 million for the KY Manufacturing Extension Partnership
- + \$900k for the Rural Dental Outreach Program

Budgetary Impacts Specific to UofL Continued

State-funded Capital Projects:

+ \$280 million for construction of the Health Sciences Simulation Center and Collaboration Hub (\$260 million state funds plus \$20 million agency bonds)

+ \$69.1 million over the two-year biennium for a second round of Asset Preservation (requires a \$17.3 million university match)

+ \$25 million for UofL Health's Center for Rural Cancer Education and Research

The state budget authorizes the issuance of Agency Bonds up to \$302.2 million for the university to fund 13 capital projects

Statewide Initiatives – FY25 and FY26

(UofL Portion is Uncertain)

+ \$7.7 million in FY25 and **+ \$17.7 million** in FY26 for the Postsecondary Education Performance Fund, which for UofL could amount to + \$2 million in FY25 and \$3.5 million in FY26 depending on performance in the measured metrics

+ \$5 million in each year for a statewide scholarship program for refugee and displaced students

+ \$10 million over the biennium for the Healthcare Workforce Investment Fund



Questions?

RECOMMENDATION TO THE
UofL ATHLETIC ASSOCIATION, INC., BOARD OF DIRECTORS
REGARDING THE EMPLOYMENT OF THE
VOLLEYBALL HEAD COACH

Board of Directors – April 19, 2024

RECOMMENDATION:

The Chair of the Board recommends that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Dani Busboom-Kelly as Head Coach of Volleyball, effective July 1, 2024, and consistent with a term sheet as [attached](#).

BOARD ACTION:

Passed _____
Did Not Pass _____
Other _____

Signature on file _____
Assistant Secretary

Term Sheet for Dani Busboom-Kelly

Head Volleyball Coach for University of Louisville

Spring 2024

	<u>Current</u>	<u>Proposed</u>
Base Salary	\$400,000	\$440,000
Car Stipend	\$500/month	\$500/month
Start Date	January 1, 2023	July 1, 2024
Term	5.5 years	4.5 years
End Date	December 31, 2028	December 31, 2028

Performance Bonuses:

1. ACC Champion, plus	\$20,000	same
2. NCAA Final 16 participant, plus	\$10,000	same
3. NCAA Elite 8 participant, plus	\$15,000	same
4. NCAA Final Four, plus	\$30,000	same
5. National Champion	\$50,000	same
6. ACC Coach of the Year, plus	\$10,000	same
7. National Coach of the Year	\$25,000	same
8. APR of 950 or higher	\$10,000	remove
9. Team GPA 3.0 or higher	\$5,000	remove

Buyout:

<u>Current</u>	<u>Proposed</u>
400,000 (1/1/22 – 12/31/24)	no change
\$300,000 (1/1/25 – 12/31/28)	no change

University will waive the buyout clause if head coach leaves for employment at the head coach's undergraduate alma mater university.

Other Clauses:

1. Performance bonuses will be made only if the Academic Progress Rate (APR) (or any future substitute of this standard) for the Volleyball program equates to 965 APR or higher for the most recent four-year rolling average.

2. Contract Completion Bonus – Completion bonus of \$200,000 to be paid on December 31, 2025 if coach is employed at university. A second completion bonus of \$150,000 will be paid on December 31, 2028 if coach is employed at university.
3. Termination without Cause –University will owe to Head Coach 75% of the remaining contract value with offset and mitigation clause related to future employment elsewhere.
4. One Family Membership to Country Club of choice

This term sheet is a memorandum of terms to be agreed on by Head Coach and Director of Athletics as approved below with signatures. Final terms will be outlined in employment contract as mutually agreed on by both parties.

Approved by: Dani Busboom-Kelly
Head Volleyball Coach

Date

Approved by: Josh Heird
Director of Athletics

Date

RECOMMENDATION TO THE
UofL ATHLETIC ASSOCIATION, INC., BOARD OF DIRECTORS
REGARDING THE EMPLOYMENT OF THE
WOMEN'S SOCCER HEAD COACH

Board of Directors – April 19, 2024

RECOMMENDATION:

The Chair of the Board recommends that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Karen Ferguson-Dayes as Head Coach of Women's Soccer, effective July 1, 2024, and consistent with a term sheet as [attached](#).

BOARD ACTION:

Passed _____
Did Not Pass _____
Other _____

Signature on file _____
Assistant Secretary

Term Sheet for Karen Ferguson-Dayes

Head Women's Soccer Coach for University of Louisville

Spring 2024

	<u>Current</u>	<u>Proposed</u>
Base Salary	\$180,000 (2020, 2021, 2022)	\$220,000
	\$190,000 (2023, 2024)	
Car Stipend	\$500/month	\$500/month
Start Date	October 18, 2019	July 1, 2024
Term	5 years	2.5 years
End Date	December 31, 2024	December 31, 2026

Performance Bonuses:

1. ACC Tournament Champion, plus	\$10,000	same
2. NCAA Tournament participant, plus	\$12,500	same
3. NCAA Top 8 Seeding, plus	\$10,000	same
4. NCAA Final 16 participant	Add 1 year to contract	\$10,000
5. NCAA Women's College Cup participant	Base increase \$20,000	\$20,000
6. NCAA National Champion	\$50,000	same
7. ACC Coach of the Year, plus	\$5,000	same
8. Regional Coach of the Year, plus	\$5,000	same
9. National Coach of the Year	\$10,000	same
10. APR of 950 or higher	\$10,000	remove
11. Team GPA 3.0 or higher	\$10,000	remove

Buyout:

In the event that Coach elects to terminate this agreement prior to the expiration date, coach shall pay the employer, as liquidated damages due the employer and not as a penalty, \$50,000.

Other Clauses:

1. Performance bonuses will be made only if the Academic Progress Rate (APR) (or any future substitute of this standard) for the Women's Soccer program equates to 965 APR or higher for the most recent four-year rolling average.

2. Termination without Cause – University will owe to Head Coach 75% of the remaining contract value with offset and mitigation clause related to future employment elsewhere.

One Family Membership to Oldham County Country Club

This term sheet is a memorandum of terms to be agreed on by Head Coach and Director of Athletics as approved below with signatures. Final terms will be outlined in employment contract as mutually agreed on by both parties.

Approved by: Karen Ferguson Dayes
Head Women's Soccer Coach

Date

Approved by: Josh Heird
Director of Athletics

Date

RECOMMENDATION TO THE
UofL ATHLETIC ASSOCIATION, INC., BOARD OF DIRECTORS
REGARDING THE EMPLOYMENT OF THE
FIELD HOCKEY HEAD COACH

Board of Directors – April 19, 2024

RECOMMENDATION:

The Chair of the Board recommends that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Justine Sowry as Head Coach of Field Hockey, effective July 1, 2024, and consistent with a term sheet as [attached](#).

BOARD ACTION:

Passed _____
Did Not Pass _____
Other _____

Signature on file
Assistant Secretary

Term Sheet for Justine Sowry

Head Field Hockey Coach for University of Louisville

Spring 2024

	<u>Current</u>	<u>Proposed</u>
Base Salary	\$165,000 (2024) \$165,000 (2025) \$175,000 (2026) \$175,000 (2027) \$175,000 (2028)	\$175,000 (2024) \$180,000 (2025) \$185,000 (2026) \$185,000 (2027) \$185,000 (2028)
Retention Payment	\$100,000 (2028)	\$25,000 (2025) \$25,000 (2026) \$25,000 (2027) \$25,000 (2028)
Car Stipend	\$500/month	\$500/month
Start Date	October 18, 2019	July 1, 2024
Term	5 years	4.5 years
End Date	December 31, 2024	December 31, 2028
Performance Bonuses:		
1. Conference Coach of the Year	\$5,000	same
2. National Coach of the Year	\$10,000	same
3. ACC Regular Season Championship (or Tie)	\$5,000	same
4. ACC Tournament Champions	\$5,000	same
5. NCAA Tournament Appearance	\$10,000	same
6. NCAA Second Round Appearance	None	\$5,000
7. NCAA Final Four Appearance	\$10,000	\$10,000 (one-time) + \$10,000 base increase (July 1)
8. NCAA Championship Appearance	\$10,000	same
9. Win National Championship	\$20,000	\$25,000
10. APR of 965 or higher	\$5,000	remove
11. Team GPA 3.0 or higher	\$5,000	remove

Termination by Coach:

Before December 31, 2028: \$150,000

If terminated for another NCAA coaching position

Termination by University (Without Cause):

After January 1, 2025: \$350,000

After January 1, 2026: \$275,000

After January 1, 2027: Lesser of remaining base salary or \$200,000

Other Clauses:

Performance bonuses will be made only if the Academic Progress Rate (APR) (or any future substitute of this standard) for the Field Hockey program equates to 965 APR or higher for the most recent four-year rolling average.

Approved by: Justine Sowry
Head Field Hockey Coach

Date

Approved by: Josh Heird
Director of Athletics

Date

RECOMMENDATION TO THE
UofL ATHLETIC ASSOCIATION, INC., BOARD OF DIRECTORS
REGARDING THE EMPLOYMENT OF THE
WOMEN'S GOLF HEAD COACH

Board of Directors – April 19, 2024

RECOMMENDATION:

The Chair of the Board recommends that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Whitney Young as Head Coach of Women's Golf, effective July 1, 2024, and consistent with a term sheet as [attached](#).

BOARD ACTION:

Passed _____
Did Not Pass _____
Other _____

Signature on file
Assistant Secretary

Term Sheet for Whitney Young

Head Women's Golf Coach for University of Louisville

Spring 2024

	<u>Current</u>	<u>Proposed</u>
Base Salary	\$125,000	\$150,000
Car Stipend	\$500/month	\$500/month
Start Date	October 18, 2019	July 1, 2024
Term	5 years	5 years
End Date	December 31, 2024	June 30, 2029

Performance Bonuses:

1. Conference Coach of the Year	\$5,000	same
2. National Coach of the Year	\$10,000	same
3. ACC Top 6 Finish	None	\$10,000 Base Increase (Up to 2x)
4. ACC Championship (or Tie)	\$5,000	\$15,000
5. NCAA Tournament Regional Appearance ¹	\$7,500	\$5,000
6. NCAA Nationals Appearance ¹	None	\$10,000
7. NCAA Top 15 Finish ¹	None	\$15,000
8. NCAA Top 8 Finish ¹	None	\$20,000
9. NCAA National Champion ¹	\$20,000	\$25,000
10. APR of 965 or higher	\$5,000	remove
11. Team GPA 3.0 or higher	\$5,000	remove

¹ Non-Cumulative Bonus

Termination by Coach:

Before July 1, 2025:	\$150,000
On or after July 1, 2025:	\$125,000
On or after July 1, 2026:	\$100,000
On or after July 1, 2027:	\$ 50,000
On or after July 1, 2028:	\$ 0

Termination by University (Without Cause):

University will owe Head Coach 75% of the remaining base salary subject to mitigation related to future employment elsewhere.

Other Clauses:

Performance bonuses will be made only if the Academic Progress Rate (APR) (or any future substitute of this standard) for the Women's Golf program equates to 965 APR or higher for the most recent four-year rolling average.

Approved by: Whitney Young
Head Women's Golf Coach

Date

Approved by: Josh Heird
Director of Athletics

Date

RECOMMENDATION TO THE
UofL ATHLETIC ASSOCIATION, INC., BOARD OF DIRECTORS
REGARDING THE EMPLOYMENT OF THE
MEN'S TENNIS HEAD COACH

Board of Directors – April 19, 2024

RECOMMENDATION:

The Chair of the Board recommends that the Board of Directors authorize the Athletic Director to execute an employment contract extension with Rodrigo da Silva as Head Coach of Men's Tennis, effective July 1, 2024, and consistent with a term sheet as [attached](#).

BOARD ACTION:

Passed _____
Did Not Pass _____
Other _____

__ Signature on file __
Assistant Secretary

Term Sheet for Rodrigo da Silva

Head Men's Tennis Coach for University of Louisville

Spring 2024

	<u>Current</u>	<u>Proposed</u>
Base Salary	\$105,000	\$140,000
Car Stipend	\$500/month	\$500/month
Start Date	July 1, 2019	July 1, 2024
Term	5 years	5 years
End Date	June 30, 2024	June 30, 2029
Performance Bonuses:		
1. Conference Coach of the Year	\$5,000	same
2. National Coach of the Year	\$10,000	same
3. ACC Top 4 Regular Season Finish	\$5,000	\$2,500
4. ACC Regular Season Championship (or Tie)	\$5,000	same
5. ACC Tournament Championship	\$7,500	same
6. NCAA Team Championship 1 st Round Appearance ¹	\$2,500	same
7. NCAA Team Championship 2 nd Round Appearance ¹	None	\$5,000
8. NCAA Team Championship Sweet 16 Appearance	None	\$10,000 base increase (up to 2x)
9. NCAA Team Championship Elite 8 Appearance ¹	\$5,000	\$10,000
10. NCAA Team Championship Final Four Appearance ¹	\$5,000	\$15,000
11. NCAA National Champion ¹	\$20,000	\$25,000
12. NCAA Individual / Doubles Sweet 16 App.	\$2,500	same
13. NCAA Individual / Doubles Champion	\$5,000	same
14. APR of 965 or higher	\$5,000	remove
15. Team GPA 3.0 or higher	\$5,000	remove

¹ Non-Cumulative Bonus

Termination by Coach:

Before July 1, 2025:	\$140,000
On or after July 1, 2025:	\$125,000
On or after July 1, 2026:	\$100,000
On or after July 1, 2027:	\$ 50,000
On or after July 1, 2028:	\$ 0

Termination by University (Without Cause):

University will owe Head Coach 75% of the remaining base salary subject to mitigation related to future employment elsewhere.

Other Clauses:

Performance bonuses will be made only if the Academic Progress Rate (APR) (or any future substitute of this standard) for the Men's Tennis program equates to 965 APR or higher for the most recent four-year rolling average.

Approved by: Rodrigo da Silva
Head Men's Tennis Coach

Date

Approved by: Josh Heird
Director of Athletics

Date