

SPECIAL MEETING

VIDEO/TELE-CONFERENCE
BOARD OF REGENTS
UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF NEVADA
Sites: System Administration-Las Vegas
5550 West Flamingo Road Suite C-1 Conference Room
System Administration-Reno
2601 Enterprise Road Conference Room
Great Basin College-Elko
High Tech Center #121
December 10, 2004

Members Present: Dr. Stavros Anthony, Chair (Las Vegas site)

Mr. Mark Alden (Las Vegas site)
Ms. Marcia Bandera (via telephone)
Dr. Jill Derby (via telephone)
Mrs. Thalia Dondero (Las Vegas site)
Mr. Douglas Roman Hill (Reno site)
Mr. Howard Rosenberg (Las Vegas site)
Dr. Jack Lund Schofield (Las Vegas site)
Mr. Steve Sisolak (Las Vegas site)

Members Absent: Mrs. Linda Howard

Dr. Tom Kirkpatrick
Mr. Douglas Seastrand
Mr. Bret Whipple

Others Present: Mr. Jim Rogers, Chancellor
Dr. Trudy Larson, Assistant Chancellor
Mr. Dan Klaich, Chief Counsel
Mrs. Brooke Nielsen, Assistant Chief Counsel
Ms. Suzanne Ernst, Chief Administrative Officer
Mrs. Carla Henson, Director Human Resources
Dr. Carol Harter, President UNLV
Dr. John Lilley, President UNR ter, rRoséi W
Mr. Mike Hamrick, UNLV
Mr. Gerald Koloskie, UNLV
Mr. Richard Lindstrom, UNLV

Chair Stavros Anthony called the special meeting to order at 9:00 a.m., on Friday, December 10, 2004 with all members present

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Dr. Schofield entered the meeting.

President Harter reviewed the terms of the employment agreement. The length of the contract is five years beginning on December 6, 2004 and ending on December 5, 2009. There will be no renegotiation of the contract terms during the first two years. The total annual compensation is \$425,000, which includes the state supported base salary of \$150,000 and non-state funded compensation for television, radio and public appearances. Mr. Sanford is also entitled to other benefits which include two automobiles, a golf country club membership, post season competition incentives, season tickets, an expense account and spousal travel, as approved by the Athletic Director.

The contract also includes, based on new NCAA academic standards, academic responsibility and support of the university's mission.
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Mr. Sanford said he was excited to be in Las Vegas and honored to be the head football coach for UNLV. He vowed to strictly adhere to every foot~~ball player~~^{to the}, promising to follow every athlete closely. He said he would hire the best coaching staff in the United States methwith integrity, character and hard workers. He said they mly.o be "aco g stdhard\$ey the

the agent, based on the termination without cause clause. Mr. Hamrick pointed out that both parties were comfortable with the liquidated damages. Regent Sisolak stated he just wanted it to be fair for all involved. He did not understand why the whole \$425,000 was

1. Approved-Men's Head Football Coach Employment Contract, UNLV – (Continued)

not being used as his base salary. Mr. Hamrick stated there are expectations for radio and television appearances, and he did know of situations where the coach was not winning so he would not complete the radio and television appearances. In this instance the money is separate so if he does not complete his obligation the money can be decreased. Regent Sisolak asked who would handle the annual performance evaluation. Mr. Hamrick stated he would perform the annual performance evaluation, which consisted of an 11 page form used on all coaches. Regent Sisolak asked to see a blank form. Mr. Hamrick stated it was very extensive and thorough. It names players, retention rates and graduation rates. Regent Sisolak stated he was concerned that they were looking at many factors ~~including player development, team performance, recruiting, academics, professional involvement, administrative responsibility, coaching skills, specific goals and objectives and how the coach works with different support staff services.~~

Dr. Schofield stated he had lived in his district for 67 years, and he is passionately interested in athletics and academics and wants the system to develop a good reputation. He believed that President Harter and Mr. Hamrick were rm ucce icluonar fo a hi okinghe coaa