

The Board of Trustees of the University of Central Arkansas convened in a called teleconference meeting at 12:00 p.m., Friday, December 20, 2013, with the following officers and members present:

Chair:	Mr. Victor Green
Vice Chair:	Ms. Kay Hinkle
Secretary:	Mr. Brad Lacy
	Mr. Bunny Adcock
	Ms. Elizabeth Farris
	Mr. Bobby Reynolds
	Ms. Shelia Vaught

ACTION AGENDA

Pursuant to Board Policy No. 416, "Contract Review Procedures," the administration must seek Board approval for (i) any contract which will require the expenditure by the University of funds (at any time) in excess of \$250,000; or (ii) any contract with a term exceeding one year, unless the Office of General Counsel certifies, in writing, that the contract may be terminated by the University on the giving of written notice of 90 days or less.

The administration is seeking Board approval for the following contract:

- Agreement between the University of Central Arkansas and Steve Campbell, head coach of the UCA football program.

The following resolution was unanimously adopted upon motion by Bunny Adcock and second by Bobby Reynolds:

"BE IT RESOLVED: That the Board of Trustees authorizes the administration to enter into a contract with Steve Campbell for the purposes set forth above."

UNIVERSITY OF CENTRAL ARKANSAS

*REASON FOR REQUIRING BOARD REVIEW AND
ACTION*

(Board Policy #416)

Contract with a term of more than one year and funds in excess of \$250,000

SUMMARY

1. Parties: University of Central Arkansas and Steve Campbell.

2. Purpose: Agreement to employ Steve Campbell as the head football coach for the University.
3. Term: The term of the agreement is for a period of four football seasons, commencing on January 1, 2014, and expiring on December 31, 2017.
4. University Funds to be Paid: \$165,000 annual salary paid from University funds. (An additional \$20,000 will be paid from the University of Central Arkansas Foundation, Inc., for a total annual salary of \$185,000.)
5. Funds Received: None
6. Public Bid/Purchasing Approval: No bid or purchasing requirements involved.
7. Special Provisions/Terms/Conditions: The University may terminate the coach's employment for cause, as well as for convenience. If the University terminates for convenience, the University must pay Mr. Campbell \$7,000 per month for the remaining term of the agreement but shall not be responsible for any other sum representing income or benefit. After termination, any amounts paid to Mr. Campbell shall be reduced by any amount he receives during the remaining term of the agreement from employment by, or compensation from, any other person or entity.

Mr. Campbell may terminate this agreement by providing written notice to the University. If he terminates the agreement (a) with three years remaining on the term, he must pay the University \$100,000, (b) with two years remaining on the term, he must pay the University \$50,000, and (c) with one year remaining on the term, he must pay the University \$25,000. Further, if he terminates the agreement and obtains employment with another participant of the conference within one year, he must make an additional payment to the University of \$200,000.

8. Approval/Notification to UCA Foundation: President of the UCA Foundation must sign the agreement, acknowledging that the president has read the employment agreement and understands there are provisions concerning payments to Mr. Steve Campbell from private sources.

There being no further business to come before the Board, the meeting was adjourned upon motion by Kay Hinkle and second by Elizabeth Farris.

**The University of Central Arkansas
Board of Trustees**

Victor Green, Chair

Brad Lacy, Secretary