

**Motion from Executive Session
January 26, 2012**

- I move that the Board of Regents

Approve a new contract for U. T. Austin Head Men's Football Coach William Mack Brown, incorporating changes as outlined below and contained in the attached summary:

1. Extend the contract term of Coach Brown's employment as Head Men's Football Coach through December 31, 2020, with no change in annual compensation, as calculated under the current agreement;
 2. Make two changes to the language on performance incentives, to eliminate the athletic performance incentive for finishing as the highest seed in the Big 12 South because of the elimination of the North and South Divisions of the Big 12 Conference and to modify the language regarding incentives for academic performance of student athletes to conform to new federal regulations by replacing incentive payments that are currently based on graduation and retention rates with incentive payments based on specific yearly academic goals set for the team grade point performance and the team Academic Progress Rate, with no change in the total amount of incentives; and
 3. Change and extend the agreed schedule for buyout payments in the event of termination.
- I further move that this new contract be effective today and be documented with the execution, within 60 days of January 26, 2012, of a written agreement, approved as to form by legal counsel for the U. T. System and U. T. Austin.
 - I also move that the Board find, as required by State law, that these changes are in the best interest of U. T. Austin and the U. T. System and are approved with the understanding that the source of funding for the contract will come entirely from athletic revenues and that no State-appropriated funds or tuition revenues will be used.

Summary of Revisions

1. **Revise language on Performance Incentive, currently in Section III.F of the contract, to read as follows:**

F. Performance Incentive

When coaching efforts of Brown result in the football team being recognized in any of the following ways, Brown will be paid a Performance Incentive in the amount indicated for each such occurrence.

1. [~~Represents Division in~~
~~Big 12 Championship Game~~ _____ ~~\$ 50,000]~~
- 2.] Wins Big 12 Championship - ~~[\$100,000]~~ \$150,000
2. [~~3-]~~ Participates in a BCS Bowl - \$100,000
3. [~~4-]~~ Participates in a Non-BCS Bowl - \$ 50,000
4. [~~5-]~~ End of Year Ranking: (AP or USA Today)

1st or Tied for 1st	-	\$450,000
2nd or 3rd or Tied for 3rd	-	\$100,000
4th or 5th or Tied for 5th	-	\$ 50,000
6th to 10th or Tied for 10th	-	\$ 25,000
5. At the beginning of each academic year a committee, appointed by the Chair of the Athletics Council and the Director of Men's Athletics, shall set specific academic goals for the team, subject to approval by the president. These goals will be based on the team grade point average and the annual team A.P.R. (Academic Progress Rate). A performance incentive of not less than \$20,000 or more than \$150,000, based on the recommendation of the committee, will be paid to Brown if the academic goals are achieved.

2. **Revise language on buyout schedule, currently in Section IX of the contract, to read as follows:**

<u>Date of Termination</u>	<u>Total Compensation</u>	<u>Number of Annual Payments</u>
1/26/12 – 12/31/12	\$3,500,000	5 (x\$700,000)
1/1/13 – 12/31/14	\$2,750,000	4 (x\$687,500)
1/1/15 – 12/31/16	\$2,250,000	3 (x\$741,667)
1/1/17 – 12/31/17	\$2,000,000	3 (x\$666,667)
1/1/18 – 12/31/18	\$1,500,000	2 (x\$750,000)
1/1/19 – 12/31/19	\$1,000,000	2 (x\$500,000)
1/1/20 – 12/31/20	\$-0-	