

GOVERNANCE COMMITTEE

May 15, 2025

TO THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

1. ALTERNATIVE HOUSING ARRANGEMENTS FOR CHANCELLOR, DAVIS CAMPUS

The Committee recommends that the Regents:

- A. Approve alternative housing arrangements for the Chancellor of the Davis campus, consistent with Regents Policy 7708: Policy on University-Provided Housing.
- B. Authorize the President of the University, or his delegate, to negotiate, approve, and execute a short-term lease for a temporary residence within all of the following parameters:
 - (1) Rent per month not to exceed \$10,000;
 - (2) Property in good condition;
 - (3) Close proximity to the UC Davis campus;
 - (4) Short-term lease, preferably month-to-month or initial term of no more than six months with options to extend until the Chancellor's residence is deemed habitable as a personal residence.
- C. Authorize the President, or his delegate, to negotiate, approve, and execute all related documents associated with securing alternative housing arrangements for the Chancellor of the Davis campus, following appropriate action pursuant to the California Environmental Quality Act.

Committee vote: Regents Anguiano, Cohen, Drake, Hernandez, Leib, Matosantos, Reilly, Robinson, Sarris, and Sures voting "aye."

Board vote: Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Hernandez, Kounalakis, Leib, Makarechian, Matosantos, Pack, Park, Reilly, Robinson, and Sarris voting "aye" and Regent Elliott abstaining.

2. ALTERNATIVE HOUSING ARRANGEMENTS FOR CHANCELLOR, SANTA BARBARA CAMPUS

The Committee recommends that the Regents:

- A. Approve alternative housing arrangements for the Chancellor of the Santa Barbara campus, consistent with Regents Policy 7708: Policy on University-Provided Housing.
- B. Authorize the President of the University, or his delegate, to negotiate, approve, and execute a lease for a residence within all of the following parameters:
 - (1) Rent per month not to exceed \$25,000;
 - (2) Property in good condition;
 - (3) Close proximity to the main Santa Barbara campus;
 - (4) Initial term of two years with options to extend until the University House is habitable as a personal residence.
- C. Authorize the President, or his delegate, to negotiate, approve, and execute all related documents associated with securing alternative housing arrangements for the Chancellor of the Santa Barbara campus, following appropriate action pursuant to the California Environmental Quality Act.

Committee vote: Regents Anguiano, Cohen, Drake, Hernandez, Leib, Matosantos, Reilly, Robinson, Sarris, and Sures voting “aye.”

Board vote: Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Hernandez, Kounalakis, Leib, Makarechian, Matosantos, Pack, Park, Reilly, Robinson, and Sarris voting “aye” and Regent Elliott abstaining.

3. **APPROVAL OF CERTAIN CONTRACT TERMS FOR CLINT ALLARD AS HEAD COACH, MEN’S BASKETBALL, SAN DIEGO CAMPUS AS DISCUSSED IN CLOSED SESSION**

The Committee recommends approval of the following items in connection with certain contract terms for Clint Allard as Head Coach, Men’s Basketball, San Diego campus:

- A. **Contract Duration and Termination:** Contract period effective April 1, 2025 through June 30, 2030. Consistent with the *Amendment of Regents’ Delegation of Authority for Recruiting and Negotiation Parameters for Certain Athletic Positions and Coaches, Systemwide* (September 2008 Parameters), the contract will include termination and liability clauses limiting the University’s obligations.
- B. **Guaranteed Compensation (Base Salary plus Talent Fee):** The contract will include the base salary and talent fee terms noted below, which exceed the September 2008 Parameters.

		<u>Annualized Base Salary</u>	<u>Annualized Talent Fee</u>	<u>Guaranteed Compensation</u>
Contract Year 1	4/1/25 – 6/30/25	\$375,000	\$85,000	\$115,000
	7/1/25 – 6/30/26			\$460,000
Contract Year 2	7/1/26 – 6/30/27	\$380,000	\$95,000	\$475,000
Contract Year 3	7/1/27 – 6/30/28	\$385,000	\$105,000	\$490,000
Contract Year 4	7/1/28 – 6/30/29	\$390,000	\$115,000	\$505,000
Contract Year 5	7/1/29 – 6/30/30	\$395,000	\$125,000	\$520,000

The September 2008 Parameters provide for no more than a 30 percent increase in annual guaranteed compensation between the previous incumbent's final contract year in the position and the first year of the new contract and no more than a 30 percent increase in the overall cumulative total of guaranteed compensation between the previous contract and the new contract, adjusted so that a change in contract duration does not affect the comparison.

The annualized guaranteed compensation (\$460,000) for the first year of Mr. Allard's contract compared to the guaranteed compensation for the final full contract year in the position (2023-24) for the previous head coach (\$270,000) exceeds 30 percent, and the overall cumulative total for the proposed contract (\$2,565,000 over five years / monthly average of \$42,750) compared to the contract (2022-29) for the previous head coach (\$2.3 million over seven years / monthly average of \$27,381), also exceeds 30 percent.

- C. **Annual Maximum Incentive Potential:** Annual maximum incentive for each year of the contract of \$270,000, which is more than a \$30,000 increase over the annual maximum incentive potential of \$95,000 in the previous head coach's final full contract year in the position (2023-24). This is outside of the September 2008 Parameters, which allow for an increase of up to 15 percent or \$30,000, whichever is higher, over the previous incumbent's final contract year in the position. Any incentives will be subject to an academic gatekeeper threshold where no incentive will be paid out unless a minimum Academic Progress Rate (APR) of 930 is achieved.
- D. **Funding Source:** For the first two years of the contract (April 1, 2025 through June 30, 2027), the position will be funded through Intercollegiate Athletics Activity Fees. This is outside of the September 2008 Parameters, which allow for funding through athletic department revenues (including athletic equipment supplier agreements) and/or private fundraising. As of the start of Year Three, July 1, 2027, and for the duration of the contract, the funding will be through athletic department revenues and/or private fundraising and therefore consistent with the September 2008 Parameters.

The compensation described above shall constitute the University's total commitment for the elements of compensation addressed above, until modified by the Regents, the President, or the Chancellor, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

Committee vote: Regents Anguiano, Cohen, Drake, Hernandez, Matosantos, Reilly, and Sarris voting "aye."

Board vote: Regents Anguiano, Beharry, Cohen, Drake, Hernandez, Makarechian, Matosantos, Reilly, and Sarris voting "aye."