

**APPROVED**

**CHAIRMAN OF THE BOARD  
CHAIRMAN OF THE COMMITTEE ON COMPENSATION  
PRESIDENT OF THE UNIVERSITY**

**ACTION UNDER INTERIM AUTHORITY-CONTRACT COMPENSATION FOR JAY NORVELL, ASSISTANT COACH (FOOTBALL OFFENSIVE COORDINATOR), LOS ANGELES CAMPUS**

Action under interim authority was requested for the contract compensation for Jay Norvell, proposed Assistant Coach, Football Offensive Coordinator, Los Angeles campus. This offer has been made by Head Football Coach Mr. Dorrell and accepted by Mr. Norvell who began his employment with the University on January 30, 2007. Recruitment to fill this position was urgently needed immediately following the end of the football season when competition for talent is especially dynamic. The campus regrets the retroactive nature of this request. The contract compensation of Mr. Norvell will be effective retroactive to January 30, 2007 through June 30, 2008.

Compensation:

- (1) An annual base salary of \$150,000.
- (2) An annual talent fee of \$150,000.
- (3) Supplemental compensation of up to \$20,000 annually, as detailed below.

<u>Accomplishment</u>	<u>Amount</u>
Post-Season Bowl Appearances:	
Participation in Non-Bowl Champion Series (BCS) Bowl (UCLA receiving <\$1million)	\$ 4,000
Participation in Non-BCS Bowl (UCLA receiving >\$1million)	\$ 6,500
Participation in BCS Bowl	\$10,000
National Championship Win (includes BCS participation noted above)	\$20,000

- (4) Summer camp revenue sharing at an amount of up to \$10,000 annually.

Total proposed, potential annual compensation:

Annual base salary:	\$150,000
Talent fee (Royalty):	\$150,000
Supplemental Compensation (up to):	\$ 20,000
Summer Camp (up to):	<u>\$ 10,000</u>
	\$330,000

The proposed contract states that if the Coach is terminated for cause, all obligations to him will cease and if the Coach is terminated without cause, the University will owe the remaining balance on the \$150,000 annual base, plus the annual “royalty” (talent fee) of \$150,000. Finally, Coach is free to terminate at any time other than during the football season, and there is no penalty clause.

The compensation provided under this contract will be paid from existing non-State fund sources, including already received athletic department ticket revenues.

Additional elements of compensation to be provided include:

- Per Policy, eligible for Standard Pension and Health & Welfare Benefits
- Per Policy, standard moving expense/relocation reimbursement
- Per contract, one courtesy automobile

The compensation described above shall constitute the University's total commitment until modified by The Regents and shall supersede all previous oral or written commitments.

### **BACKGROUND**

Given the current, volatile market for football coaches it was essential to move expeditiously during recruitment in order to provide a competitive offer to Coach candidates of Mr. Norvell’s caliber. Mr. Norvell has already begun his employment with the University. This contract is warranted in order to ensure market competitiveness.