

Prepared by the Office of the Executive Vice President for
Academic Affairs/Provost.

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UNIVERSITY OF HAWAI`I

October 2013

EXECUTIVE POLICY - ADMINISTRATION

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E9.216 Classification and Compensation of Coaches in Major
Intercollegiate Sports

I. INTRODUCTION

This Executive Policy embodies former Board of Regents Policy relating to positions for coaches in the major intercollegiate sports of football, basketball, baseball, volleyball, softball, swimming and diving, golf, tennis, women's soccer, women's cross country/track and field, women's water polo, women's outrigger canoe paddling, cheer, the football video specialist, and the administrative assistant for football operations exempted from the APT Classification Plan. For the cited positions their classification, compensation and employment shall be in accordance with the following "Guidelines for Employment and Compensation of Coaches in the Major Intercollegiate Sports."

II. PURPOSE

The purpose of this executive policy is to describe guidelines for employment and compensation of coaches in the major intercollegiate sports of football, basketball, baseball, volleyball, softball, swimming, golf, tennis, women's soccer, women's cross country/track and field, women's water polo, and cheer.

III. RESPONSIBILITIES

As provided for in Board policy, it shall be the responsibility of the President to promulgate a policy to describe guidelines for employment and compensation of coaches in the major intercollegiate sports of football, basketball, baseball, volleyball, softball, swimming, golf, tennis, women's soccer, women's cross country/track and field, women's water polo, and cheer.

IV. GUIDELINES

A. Recruitment, Selection and Classification of Coaches

1. The recruitment and selection of full-time coaches for football, basketball, baseball, volleyball, softball, swimming and diving, golf, tennis, women's soccer, women's cross country/track and field, women's water polo, women's outrigger canoe paddling, cheer, the football video specialist, and the administrative assistant for football operations will be in accordance with applicable provisions of the EEO/Open Hiring Procedure which is intended to provide equal employment opportunity to all qualified persons seeking employment with the University and with the Appointment Procedure for Board of Regents' Personnel which prescribes procedures for the recommendation and approval of appointments.

B. Coaches will be broadly classified as follows:

1. Head Coaches – Football, Basketball, Baseball, Volleyball, Softball, Swimming, Golf, Tennis, Soccer, Cross Country/Track and Field, Water Polo, Outrigger Canoe Paddling, and Cheer
2. Associate Coaches – Football, Basketball, Baseball, Volleyball, Softball, Swimming, Diving, Soccer, Cross Country/Track and Field, Water Polo, and Outrigger Canoe Paddling
3. Coordinators – Football
4. Assistant Coaches – Football, Basketball, Baseball, Volleyball, Softball, Swimming, Golf, Tennis, Soccer, Cross Country/Track and Field, Water Polo, and Outrigger Canoe Paddling

Candidates for head coaching positions in football, baseball, men's and women's basketball and men's and women's volleyball at the University of Hawai'i at Mānoa and in baseball, basketball, and volleyball at the University of Hawai'i at Hilo may have initial appointments not exceeding five years, subject to Board of Regents' approval. After five years of service, all head coaches at the University of Hawai'i

may have appointments not exceeding five years, subject to Board of Regents' approval.

All multi-year contracts shall contain performance criteria. Criteria which coaches shall be expected to meet will be developed for each coach. At a minimum, coaches with multi-year contracts shall be expected to meet established standards in the following areas: (1) academic performance of student athletes; (2) personal behavior; (3) conduct of assistant coaches, staff, and players; and (4) program development.

- C. It is intended that the salaries be consistent with those of colleges and universities with comparable programs. Accordingly, the salary categories shown in Attachment 1 are adopted subject to periodic review.
- D. Salaries of individuals within the indicated categories will be established in an equitable manner which will include the evaluation of individual qualifications (applicable knowledge, skills, and abilities). In addition, salaries may be adjusted as individuals are reassigned from one category to another in order to maintain equity. The initial salaries and terms of employment of coaches will be subject to review through regular administrative procedures with final approval of the President. Salaries upon reappointment shall be in accordance with the above guidelines.

Upon recommendation of the Chancellor and President, the Chair and Vice Chair of the Board or designated alternate Regent approves appointments and reappointments for coaches of more than three (3) years in total duration, as well as appointment, reappointment and salary adjustments for coaches exceeding the salary schedule by more than 25% and/or exceeding \$500,000 annually.

- E. Supplemental Compensation for Full-Time UH-Mānoa Athletic Coaches
 - 1. Supplemental compensation for full-time UH-Mānoa athletic coaches shall require the approval of the President upon recommendation by the UH-Mānoa Athletics Director and based on criteria which calls for a high standard of athletic performance yet allows a reasonable chance of obtaining such

levels of success. The decision to grant supplemental compensation is based on the athletic performance of the team and its academic achievement as well as the coach's administrative ability, community service, public relations, and student-athlete welfare to include the conduct of student-athletes.

2. The purpose of this policy is to provide budgetary control of the levels of salary increases for athletic coaches; recognize and reward high levels of achievement in the field of athletics; and to provide incentives for coaches to strive for high levels of athletic achievement.
3. All funding for supplemental compensation will be generated from external sources and/or revolving funds.
4. Performance criteria and supplemental compensation for UH-Mānoa athletic coaches (Note: "assistant" coaches, herein include coordinators, associate and assistant coaches) are provided in Attachment 2.

Salary Ranges for Coaching Positions

University of Hawai'i at Mānoa

Sport	Position Title	Minimum	Maximum
Football	Head Coach	392,142	\$935,544
	Associate Coach	\$116,640	\$203,688
	Coordinator	\$116,640	\$203,688
	Assistant Coach	\$56,340	\$165,000
	Video Specialist	\$36,840	\$57,744
	Administrative Assistant for Football Operations	\$31,188	\$59,256
Basketball (Men's)	Head Coach	\$185,000	\$400,000
	Associate Coach	\$79,500	\$124,656
	Assistant Coach	\$50,000	\$105,000
Baseball	Head Coach	\$72,384	\$221,316
	Associate Coach	\$42,072	\$70,008
	Assistant Coach	\$36,000	\$56,340
Basketball (Women's)	Head Coach	\$118,488	\$209,784
	Associate Coach	\$61,428	\$100,116
	Assistant Coach	\$40,392	\$79,992
Volleyball (Women's)	Head Coach	\$76,440	\$143,472
	Associate Coach	\$35,532	\$58,716
	Assistant Coach	\$30,000	\$43,200
Volleyball (Men's)	Head Coach	\$53,820	\$107,640
	Associate Coach	\$35,532	\$58,716
	Assistant Coach	\$30,000	\$43,200
Softball	Head Coach	\$56,916	\$89,952
	Associate Coach	\$33,492	\$48,588
	Assistant Coach	\$28,212	\$38,508
Swimming and Diving (Men's/Women's)	Head Coach	\$63,660	\$87,132
	Associate Coach	\$34,344	\$48,528
	Assistant Coach	\$31,380	\$40,752
	Diving Coach	\$30,804	\$54,084
Soccer (Women's)	Head Coach	\$51,288	\$82,524
	Associate Coach	\$30,000	\$45,000
	Assistant Coach	\$25,968	\$36,000
Water Polo (Women's)	Head Coach	\$54,108	\$86,244
	Associate Coach	\$31,752	\$45,516
	Assistant Coach	\$27,096	\$36,000
Golf (Men's)	Head Coach	\$50,712	\$80,676
	Assistant Coach	\$26,688	\$39,132

Sport	Position Title	Minimum	Maximum
Golf (Women's)	Head Coach	\$48,108	\$75,000
	Assistant Coach	\$25,884	\$36,000
Tennis (Men's)	Head Coach	\$52,308	\$82,404
	Assistant Coach	\$27,192	\$36,384
Tennis (Women's)	Head Coach	\$42,096	\$69,480
	Assistant Coach	\$27,784	\$36,000
Cross Country/Track and Field (Women's)	Head Coach	\$53,004	\$83,496
	Associate Coach	\$30,000	\$53,256
	Assistant Coach	\$27,804	\$41,724
Outrigger Canoe Paddling (Women's)	Head Coach	\$33,000	\$56,100
	Associate Coach	\$30,000	\$45,000
	Assistant Coach	\$24,000	\$36,000
Cheer	Head Coach	\$27,672	\$37,368

University of Hawai'i at Hilo

Sport	Position Title	Minimum	Maximum
Baseball	Head Coach	\$51,000	\$75,000
Basketball (Men's)	Head Coach	\$59,796	\$126,466
Basketball (Women's)	Head Coach	\$56,336	\$79,486
Volleyball (Women's)	Head Coach	\$41,336	\$60,129
Softball	Head Coach	\$36,704	\$56,618
Soccer (Men's and Women's)	Head Coach	\$41,486	\$66,894

Supplemental Compensation Performance Criteria

Sport	Performance Criteria
Baseball	<p>In any year the baseball team wins its conference championship or participates in the National Collegiate Athletic Association (NCAA) championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head baseball coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.</p>
Men's Basketball	<p>In any year the men's basketball team wins its conference championship, participates in the NCAA championships or the National Invitational Tournament, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of associate and assistant coaches. The men's head basketball coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.</p>
Women's Basketball	<p>In any year the women's basketball team wins its conference championship or participates in the NCAA championships, the assistant(s) may receive as supplemental compensation up to a maximum amount computed by dividing the combined monthly salary of all assistant(s) by the total number of assistant coaches. The head women's basketball coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.</p>
Football	<p>In any year the football team wins its conference championship or participates in an NCAA-certified post season bowl game, the full-time assistant(s) may receive as supplemental compensation up to a maximum amount computed by dividing the combined monthly salary of all assistant(s) by the total number of assistant</p>

Sport	Performance Criteria
	coaches. The head football coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Women's Softball	In any year the women's softball team wins its conference championship or participates in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head softball coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Men's Swimming and Diving	In any year the men's swim team wins its conference championship or participates individually or as a team in the NCAA championships, the full-time assistant(s) and the diving coach may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches and the diving coach by the total number of assistant coaches and the diving coach. The full-time head swimming coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Women's Swimming and Diving	In any year the women's swim team wins its conference championship or participates individually or as a team in the NCAA championships, the full-time assistant and the diving coach may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches and the diving coach by the total number of assistant coaches and the diving coach. The full-time head swimming coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.

Sport	Performance Criteria
Men's Volleyball	In any year the men's volleyball team wins its conference championship or participates in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The head volleyball coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Women's Volleyball	In any year the women's volleyball team wins its conference championship or participates in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head volleyball coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Women's Soccer	In any year the women's soccer team wins its conference championship or participates in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head women's soccer coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Women's Water Polo	In any year the women's water polo team wins its conference championship or participates in the NCAA championship or equivalent national championship, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head women's water polo coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.

Sport	Performance Criteria
Men's Golf	<p>In any year the men's golf team wins its conference championship or participates individually or as a team in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head golf coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.</p>
Women's Golf	<p>In any year the women's golf team wins its conference championship or participates individually or as a team in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head golf coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.</p>
Men's Tennis	<p>In any year the men's tennis team wins its conference championship or participates individually or as a team in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head tennis coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.</p>
Women's Tennis	<p>In any year the women's tennis team wins its conference championship or participates individually or as a team in the NCAA championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The</p>

Sport	Performance Criteria
	full-time head tennis coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.
Women's Cross Country/Track and Field	In any year the women's cross country team wins its conference championship or participates individually or as a team in the NCAA championships or in any year the women's track and field team wins its conference championship or participates individually or as a team in the NCAA Championships, the full-time assistant(s) may receive as supplemental compensation up to a maximum of an amount computed by dividing the combined monthly salary of the assistant coaches by the total number of assistant coaches. The full-time head cross country/track and field coach may receive as supplemental compensation up to a maximum of one-twelfth of the coach's annual base salary.