


UNIVERSITY OF HAWAI'I

EXECUTIVE POLICY - ADMINISTRATION

December 1986

P 1 of 2

 E9.207 Guidelines for Employment of Coaches in the
Major Intercollegiate Sports

I. INTRODUCTION

Board of Regents Bylaws and Policies Appendix 9-2d((2)), Guidelines for Employment of Coaches in the Major Intercollegiate Sports of Football, Basketball and Volleyball, provides for the recruitment and selection of full-time coaches for football, basketball and volleyball in accordance with EEO policies and procedures and with the University appointment procedures for the recommendation and approval of appointments. The appointments of full-time coaches in the Department of Intercollegiate Athletics are governed by a modification of the collective bargaining agreement for BU 08, APT, such that the terms of the contract, including periods of appointment, are negotiable.

II. OBJECTIVE

To promulgate the guidelines and procedures for the appointment of coaches in the Intercollegiate Athletics program of the University of Hawai'i.

III. GUIDELINES

1. Initial Appointments

a. The appointment period for full-time head coaches may not exceed three seasons, except for head coaches of income-producing sports, for whom initial appointments of up to five seasons may be granted.

b. The appointment period for full-time subordinate coaches shall be for no more than one season and shall be approved by the President or his designee.

c. For full-time coaches of income-producing sports, appointments of one year or less require the approval of the President or his designee; appointments of more than one year require the approval of the Board of Regents.

d. The appointment period for part-time coaches shall be for no more than one season and such appointments shall be approved by the Director of Athletics.

2. Reappointments

a. All reappointments of full-time coaches shall require the approval of the President or his designee; in instances where the reappointment (extension) results in an employment term of more than one year, the approval of the Board of Regents is required.

b. The reappointments of part-time coaches shall be approved by the Director of Athletics; in exceptional instances where the reappointment (extension) results in an employment term of more than one season, the approval of the Board of Regents is required.

c. The appointments of head coaches of income-producing sports who have demonstrated exceptional capability and whose appointments have two remaining seasons may be extended for an additional two years for a total appointment period not to exceed four years. Such extensions of appointments shall be approved by the Board of Regents upon recommendation by the President and the Director of Athletics.

3. Salary

a. Salary schedules for all coaches shall be reviewed biennially, coincident with the biennial review of the APT Compensation Plan.

b. Individual salaries shall be negotiated separately and shall not exceed the maxima of the respective salary range, except with the approval of the Board of Regents upon recommendation by the President.