

Clemson University
Clemson, South Carolina

MINUTES
**MEETING OF THE
CLEMSON UNIVERSITY BOARD OF TRUSTEES**

Ballroom B
Madren Center
Clemson, South Carolina
April 13, 2016
1:15 p.m.

Call to Order

Notification as required by the South Carolina Freedom of Information Act was given at least twenty-four hours before the meeting by posting the notice and agenda on the bulletin board at the Office of the Board of Trustees, 300B Sikes Hall, Clemson University and on the Clemson University Board of Trustees website. Additionally notice of, and the agenda for, the meeting was sent via email to the distribution list maintained by the Office of Media Relations which includes approximately 80 reporters and editors at the major daily newspapers, television and radio stations in S.C.

After notification as required by the Freedom of Information Act, Trustee McKissick, Chairman, called the meeting to order at 1:15 p.m. with the following present:

Trustees: Smyth McKissick, *Chairman, presiding*; David Dukes, Bill Hendrix, Ronald Lee, Louis Lynn, Patti McAbee, Nicky McCarter (via phone), Bob Peeler, Mark Richardson, Bill Smith, Joe Swann, Kim Wilkerson, and David Wilkins

Trustees Emeriti: J.J. Britton, Doug Kingsmore, Tom McTeer, and Allen Wood

Administration: James P. Clements, *President*; George Askew, *Vice President for Public Service and Agriculture and Dean, College of Agriculture, Forestry and Life Sciences*; Robert H. Jones, *Executive Vice President for Academic Affairs and Provost*; Chip Hood, *General Counsel*; Angie Leidinger, *Executive Secretary to the Board of Trustees and Director of Governmental Affairs*; Brett Dalton, *Vice President for Finance and Operations*; Max Allen, *Chief of Staff and Interim Chief Diversity Officer*; Almeda Jacks, *Vice President for Student Affairs*; Michelle Piekutowski, *Chief Human Resources Officer*; Dan Radakovich, *Director of Athletics*; Michele Cauley, *Assistant to the President for Special Projects and Senior Director of Marketing and Communications for Development and Alumni Relations*; Tanju Karanfil, *Vice President for Research*; and Brian O'Rourke, *Vice President for Development and Alumni Relations*

Guests: Rick Goodstein, *Dean, College of Architecture, Arts and Humanities*; Maggie Farrell, *Dean of Libraries*; Bobby McCormick, *Interim Dean, College of Business and Behavioral Science*; George Petersen, *Dean, School of Education*; Jason Osborne, *Associate Provost and Dean of the Graduate School*; Mark Leising, *Interim Dean, College of Science*; Cathy Tillett, *Internal Audit*; Thompson Mefford, *Faculty Representative to the Board of Trustees*; Shannon Kay, *Outgoing Undergraduate Student Government President*; Guneet Bedi, *Outgoing Graduate Student Government President*; James McCubbin, *Outgoing*

Faculty Senate President; Doug Henry, CCIT; Leland Miller, CUPD; Jackie Todd, Media Relations; Tina White, Outgoing Staff Senate President; Frances Kennedy, Associate Provost for Academic Finance and Operations; Ellen Granberg, Associate Provost for Faculty Affairs; Monica Patterson, Faculty Senate Office;; Amy Goodin, Controller's Office; Chuck Knepfle, Associate Vice President for Enrollment Management; Robin Denny, Media Relations; Roberta Balliet, Athletics; Michelle Bright, Human Resources; Joe Galbraith, Athletics; Karon Donald, Staff Senate; Terri Vaughn, Creative Services; Susan Schiff, Public Affairs; Cathy Sams, Public Affairs; Neill Cameron, Advancement; Larry Dooley, Research; Amber Lange, Emerging Scholars; Joey Wilson, Incoming Undergraduate Student Government President; Tyrese Bryant, Incoming Graduate Student Government President; Jeff Martin, Conference Center and Inn; Helen Adams, Visitors Center; JoVanna King, Development; Charles Tegen, Associate Vice President, Finance & Operations; Benardo Dargan, Student Affairs; Mary Beth Kurz, Incoming Faculty Senate President; Julie Summey, Student; Matt Bundrick, Creative Services; Deveraux Williams, Incoming Staff Senate President; Josue Figueroa, Student; and Sally Mauldin, Office of the Board of Trustees

Media: Mike Eads, *Anderson Independent*

Robin Denny introduced members of the media.

Approval of Minutes – February 5, 2016

Trustee Lee moved to approve the minutes of the February 5, 2016, meeting. Trustee Peeler seconded the motion. The minutes were approved unanimously.

Report from the Executive Secretary to the Board – Angie Leidinger

Presentation of Resolutions – Angie Leidinger and Chairman McKissick presented resolutions honoring Cathy Sams, Larry Dooley, and Neill Cameron on the occasion of their respective retirements. He thanked them for their many years of service on behalf of the Board.

President's Report

President Clements provided an update on his activities since the last meeting. He presented a video highlighting the Historical Marker Groundbreaking event.

President Clements introduced Josue Figueroa, a student in the Emerging Scholars program.

Agriculture and Natural Resources Committee Report – Nicky McCarter

Trustee McCarter called on George Askew to summarize information items.

Compensation Committee Report – Bill Hendrix

Trustee Hendrix asked Michelle Piekutowski to summarize actions taken by the Committee.

Action Item:

Corrected Term Sheet for Head Football Coach – Ms. Piekutowski noted there was a scrivener's error on the term sheet approved during the Compensation Committee meeting on April 12, 2016, specifically all of the performance incentives should be for the entire term of the agreement. Trustee McKissick moved to approve the corrected term sheet associated with the Head Football Coach's contract. The motion was approved unanimously.

Educational Policy Committee Report – Kim Wilkerson

Trustee Wilkerson called on Bob Jones to present the Committee's action items as a composite motion.

Action Items:

Program Modification: Add MEngr Civil Engineering with Concentration in Risk Engineering and Systems Analysis – Provost Jones presented the proposed program modification. The degree is designed for working professionals and will be offered online in an asynchronous fashion. Through the completion of coursework in Civil Engineering, Industrial Engineering, Computer Science and Management, students will develop a diverse base of knowledge and technique regarding risk assessment and management. Students enrolled in selected certificate programs would be able to “stack” the certificates and obtain this degree. This program is an opportunity to partner with industry leaders and establish Clemson as an innovative leader in continuing education programs.

New Program: Add Master of Arts in Resilient Urban Design – Provost Jones presented the proposed program. The Master of Arts in Resilient Urban Design will be offered at Clemson's Charleston facility. The program's focus is on the complexities of creating urban designs that are resilient in the face of natural disasters, particularly coastal hazards such as hurricanes and oil spills. The curriculum will be 36 credit hours and is designed to be completed in a single calendar year (fall, spring, summer). The intended audience for the degree are professionals with degrees in architecture, landscape architecture, and urban planning.

Program Modification: MS, Material Science and Engineering addition of non-thesis option – Provost Jones presented the proposed program modification. The non-thesis master's option will require a minimum of 30 credit hours and be followed by the submission of a publishable report on an approved topic. It is expected that the typical student will complete this program in 1.5 years. Students are required to take at least 6 MSE graduate courses chosen by the student in consultation with their advisor and advisory committee members while maintaining a minimum 3.0 overall GPA. All students must take 6 hours of graduate level independent research.

Program Modification: Digital Production Art add Master of Science option – Provost Jones presented the proposed program modification. The Master of Science in Digital Production Arts is a 30 credit hour professional program aimed to attract technically-minded students with the focus on developing applied

technical knowledge and gaining the related experience to become competitive for employment as a graphics programmer, software developer, tool builder or technical director in the digital production industry. This program will be offered on both the main campus and at the Zucker Family Graduate Education Center in Charleston, SC with high-bandwidth fast connections supporting courses offered from both locations to the remote location.

Program Modification: MS, Nursing add alternate delivery site at Greenville Health System, Greenville, SC – Provost Jones presented the proposed program modification. The Master of Science, Major in Nursing Program (MSN) is comprised of five specialty tracks, ranging from 34-47 credit hours. The program is currently offered at the University Center of Greenville. This action item adds an additional delivery site at Greenville Hospital System in Greenville, SC, part of a larger planned transition of nursing programs to GHS. The addition of an Academic Health Center Campus as a program site will offer opportunities to (1) expand preceptor opportunities and clinical training sites for the MS Nursing Program Family Nurse Practitioner (FNP), Adult Gerontology Nurse Practitioner (AGNP), Nursing Education, Nursing Administration, and Clinical Nurse Specialist specialty options, (2) enhance education in population health and clinical care management within a primary care model focusing on diverse, underserved and rural populations, and (3) generate future employment opportunities for students.

Certificate: Translational Genomics – Provost Jones presented the proposed certificate. This 12 credit hour undergraduate or 14 credit hour graduate certificate program will provide students with interdisciplinary training in translational genomics. Curriculum will be drawn from genetics, genomics, and computational biology. The program will leverage existing main campus courses in these fields.

Certificate: Automotive Engineering – Provost Jones presented the proposed certificate. The program consists of a total of 12 credit hours of undergraduate coursework and will be delivered during the Fall & Spring semesters. Courses will be delivered at CU-ICAR and streamed to main campus. Labs will be held at the CU-ICAR campus only.

Approval of New Process Regarding Certificates – Provost Jones presented a proposed new process for approval of certificates. He noted University leadership has developed a set of guiding principles that will govern the creation of certificates. The primary elements of these principles are (1) certificate programs will provide value-added educational experiences, (2) certificate programs will support the goals and objectives of the University's strategic plan, (3) certificates must be completed separately from degree programs, (4) certificates will be competitively priced and price will be directly tied to value delivered, and (5) revenue generated from certificate programs must be sufficient to cover 100% of the incremental costs associated with the certificate program including university overhead and costs associated with enterprise wide facilitation and marketing.

The process proposes that certificates that comply with these principles will be brought to the Board and Committee as information items. Certificates that do not comply will be brought as action items.

Name Change: Erwin Center for the Study of Advertising and Communication to Erwin Center for Brand Communications – Provost Jones presented the proposed name change. The name change is proposed following advice from the Center's industry partners. The proposed name better reflects the nature of the communication/advertising industry, better captures the purpose of the Center, and brings the Center's name in line with relevant courses that are offered through the Center. The Center's personnel unanimously support the proposed name change.

New Department: Department of Agricultural and Environmental Sciences split into two departments: Department of Plant and Environmental Sciences (PES) and the Department of Agricultural Sciences (AS) – Provost Jones presented the proposed departmental split. AES represents a combination of what had been seven departments prior to the 2003 reorganization. The department is housed in nine locations, four near campus, four research and education centers (Sandhill, Edisto, Pee Dee, and Coastal), and at the Baruch Institute. After all open positions are filled, there will be 65 faculty members, 21 of whom are or will be in residence away from the university. The size of this department, particularly given that it is spread across the state, makes it unwieldy to manage and reduces efficiency. Moreover, the wide variety of disciplines found in the department makes faculty governance unnecessarily complex. Splitting the department into two will preserve most of the efficiency gained through the 2003 reorganization while improving faculty and staff morale, unit cohesion, and performance.

The new organizational structure will create two new academic units. The Department of Plant and Environmental Sciences (PES) will house Agronomy, Entomology, Horticulture, Plant Pathology, Soils, and Turfgrass. The Department of Agricultural Sciences (AS) will house Agricultural Business, Agricultural Education, and Agricultural Mechanization and Business.

Trustee Wilkerson moved to approve the proposed action items. The motion was approved unanimously.

Information Items:

Faculty Senate Report – Jim McCubbin provided an update, and he introduced Mary Beth Kurz, incoming Faculty Senate President. Chairman McKissick thanked him for his service.

Faculty Representative to the Board of Trustees Report – Thompson Mefford provided an update.

Finance and Facilities Committee Report – Bill Smith

Action Items:

Approval – Electrical Distribution System Upgrades and Replacements Final Phase II Capital Project Update – Trustee Smith presented the projected project update. This project will involve upgrading the main campus electrical distribution system. The current system, which is the backbone of the University's utility system, was predominantly constructed in the late 1950s through mid-1960s. More than 70% of the main substation gear and manual switching, transformation, system protection and electrical conductors are beyond a 50-year life. Continued operation of the system without major improvements and replacement will lead to a much higher probability of system failures, power interruptions and extended outages. To date, multiple occurrences of the failure of a single piece of equipment have taken place that resulted in power outages to the entire campus.

Trustee Smith moved to approve the project update. The motion was approved unanimously.

Approval – Combined Heat and Power Generation Facility & Substation Facility Leases – Trustee Smith presented the proposed leases. Clemson is pursuing a combined heat and power generation facility with Duke Energy, as well as a substation on the east side of campus. As such, Clemson requests approval to enter into two ground leases with Duke Energy. The first would be a ground lease for a combined heat and power generation facility which would service the University specifically. The second ground lease will encompass a substation which will service downtown Clemson and the campus area. In order for the combined heat and power solution to be feasible, both leases are essential – one for the power generation facility and the other for the related substation.

Trustee Smith moved to approve the leases. The motion was approved unanimously.

Approval – Concept Phase I Capital Project – Tennis Center Construction – Trustee Smith presented the request for Concept Phase I approval. The request is to begin concept design to construct a new state-of-the-art tennis center for the men’s and women’s varsity tennis teams. The new center will retain and continue to utilize existing tennis facilities, including outdoor competition courts and a 700-seat permanent stadium. The new approximately 48,000 square foot tennis center will include a new six-court indoor tennis facility, a clubhouse containing locker rooms, a training room, equipment rooms, a players’ lounge, laundry and coaches’ offices, a ticket office and public restroom building, two new outdoor courts and related site work.

The existing tennis center and indoor practice facilities were constructed between 1987 and 1993 and are not sufficient for today’s needs. The existing indoor facility lacks two needed courts for practice and competition in inclement weather. There is currently no designated tennis parking or a strong main entrance to the site, which is located along Highway 93. Existing office and support facilities are too small for today’s needs. The new facilities will enhance recruiting efforts, improve student athlete playing experiences, improve opportunities for NCAA regionals and other championships, and provide for better pedestrian circulation and vehicular access. Renovating the existing indoor court building was considered, but demolishing it and constructing a new facility was determined to be a more feasible alternative due to siting, ventilation, seismic, and other issues.

Trustee Smith noted private gifts will provide funding.

Trustee Smith moved to approve the concept phase. The motion was approved unanimously.

Approval – Concept Phase I Capital Project – IPTAY Center Expansion/Renovation – Trustee Smith presented the request for Concept Phase I approval. The request is to begin concept design to renovate and expand facilities for IPTAY at Memorial Stadium. IPTAY is currently housed in approximately 14,000 square feet of space in Memorial Stadium which is not sufficient to house IPTAY’s increased and growing development staff. The space will be expanded to include office space for staff working with major gifts, annual fund, gifts and estate planning, stewardship and ticketing, and will also include support spaces. The existing facilities will be updated to improve exterior finishes and functionality to enhance the overall fundraising capabilities of IPTAY. In addition, the work will include the creation of premium seating areas

adjacent to and accessible from Memorial Stadium for utilization on football game days that will allow for new revenue generation. Currently, all premium spaces in the stadium are sold out with waitlists.

Trustee Smith noted private gifts will provide funding.

Trustee Smith moved to approve the concept phase. The motion was approved unanimously.

Approval – Concept Phase I Capital Project – Snow Family Outdoor Fitness & Wellness Center Construction – Trustee Smith presented the request for Concept Phase I approval. The request is to begin concept design to construct an outdoor fitness and wellness center. This project addresses critical academic and student safety needs, while also enhancing the student experience. It will involve constructing a 16,000 square foot building to replace the hog barn, accommodate academic programming, and provide support space for the rest of the site. The building will include offices for the Outdoor Recreation Department and public restroom, shower, and concession facilities for easy access to and from the beach. The project will also include construction of three soccer-field sized, artificial turf fields to more adequately meet student demand and address student safety concerns with current fields, as well as develop a new entrance road to the property.

The leisure skills program serves over 4,900 students with course enrollments exceeding 6,700 a year. Academic instruction capabilities for this and other programs at the project site are inadequate. Currently, classes are weather dependent and frequently are held in an un-renovated, 60-year old hog barn around a propane heater. The new building will include approximately 6,400 square feet of classroom space to accommodate approximately 2,560 student credit hours per year. In addition to leisure skills, the academic space would be well suited for classes in Agriculture, Forestry, Life Sciences, Landscape Architecture, and Health Sciences programs.

Clemson’s current fields create significant safety hazards for students due to their weekend use for football parking and their susceptibility to damage from poor weather. Broken glass, parking debris, and rutted fields result in disproportionate number of injuries on Clemson’s fields. Visiting club teams often refuse to play on the fields at Clemson, forcing clubs to rent off-campus space at sites, including Nettles Park and Wofford College, at an average cost of \$1,700 to \$3,000 a game.

Trustee Smith noted private gifts will provide funding.

Trustee Smith moved to approve the concept phase. The motion was approved unanimously.

Approval – Acquisition of State Roads from SCDOT on Clemson Main Campus – Trustee Smith presented the request to acquire state roads from SCDOT. The request encompasses approximately 4.9 miles of SCDOT roadway and approximately 53.8 acres of SCDOT Right of Way on Clemson’s campus from the SCDOT.

SCDOT currently owns and maintains the roadways encircling Clemson's main campus. These roads consist of a portion of Highway 93, Perimeter Road, and Cherry Road. Over the last several months, SCDOT and the University have been working together to turn these roads over to the University, thus allowing the University to independently manage these roads. With the acquisition of these roads, Clemson would be able to implement the road system into the University's campus planning initiatives, have more control over design and safety of the roads, and most importantly, have the ability to manage all costs and quality of the roads. With this, the University would be completely independent from SCDOT in maintaining, redesigning, upgrading, landscaping, etc. of the road system. Currently, Clemson has to receive approval from SCDOT to do any of the items noted above.

Finally, the University, as a municipality, would also retain eligibility for SCDOT and Federal highway funding to help with the operations and maintenance of the roadways. Overall this is extremely beneficial to the University and will allow continued success and growth while having the control and ability to make the necessary changes to the roadways independent from SCDOT to effect such growth.

Trustee Smith moved to approve the acquisition. The motion was approved unanimously.

Approval – Disposition of Portion of Hardscrabble Road Property to SCDOT – Trustee Smith presented the proposed disposition of property. The University requests approval to sell a portion of its property to SCDOT for roadway expansions along Hardscrabble Road in Columbia. The Office of Land and Capital Asset Stewardship (LCAS) further requests approval to negotiate and settle upon a reasonable value regarding compensation for such sale. This project is time sensitive and SCDOT has indicated that if the University can complete the pond relocation within SCDOT's schedule, they will not pursue placing the pond on the road frontage and will allow the University to construct the pond in another location. On behalf of the University, the LCAS Office will seek compensation for the sale of property being taken by SCDOT, the construction and design of the detention pond, and future maintenance of such pond.

Trustee Smith moved to approve the disposition of property. The motion was approved unanimously.

Information Item:

Staff Senate Report – Tina White provided an update, and she introduced Deveraux Williams, incoming Staff Senate President. Chairman McKissick thanked her for her service.

Institutional Advancement Committee – David Wilkins

Action Item:

Namings – Trustee Wilkins noted that the administration made a recommendation regarding naming of facilities for very deserving individuals who have made generous gifts. He noted the information would be embargoed until a public announcement could be finalized. He also noted the request complies with the Board's naming policies and procedures and has the approval of the University Advisory Committee on Naming of Lands and Facilities, the Executive Leadership Team, and the President.

Trustee Wilkins moved to approve the namings. The motion was approved unanimously.

Trustee Wilkins summarized information items discussed during the committee meeting.

Research and Economic Development Committee Report – Joe Swann

Trustee Swann asked Tanju Karanfil to summarize information items during the Committee meeting.

Student Affairs Committee Report – Patti McAbee

Trustee McAbee asked Almeda Jacks to summarize information items discussed during the Committee meeting.

Information Items:

Undergraduate Student Government Report – Shannon Kay provided an update and introduced Joey Wilson, incoming president. Chairman McKissick thanked her for her service.

Graduate Student Government Report – Guneet Bedi provided an update and introduced Tyrese Bryant, incoming president. Chairman McKissick thanked him for his service.

Trustee Emeritus Allen Wood presented the outgoing student leaders with Clemson history books.

Executive and Audit Committee Report – Smyth McKissick

Action Item:

Annual Internal Audit Charter Approval – Chairman McKissick moved to approve the charter. The motion was approved unanimously.

Chairman McKissick summarized information items discussed during the Committee meeting.

Adjourn

There being no further business, Chairman McKissick adjourned the meeting at 3:19 p.m.

Respectfully submitted,

Angie Leidinger

Angie Leidinger
Executive Secretary to the Board of Trustees

Angie Leidinger 7/15/16
Approved Date

TERM SHEET

Dabo Swinney

Terms are subject to approval of the Clemson University Board of Trustees Compensation Committee.

Term	<p>Start: Effective Date End: December 31, 2021 (6 years)</p> <p>Contract "look-in" scheduled for January 15, 2018 through April 15, 2018.</p>																																								
Total Compensation	<table border="1"> <thead> <tr> <th><u>Year</u></th> <th><u>Base Salary</u></th> <th><u>Supplemental</u></th> <th><u>Licensing</u></th> <th><u>Total</u></th> </tr> </thead> <tbody> <tr> <td>2016</td> <td>\$245,000</td> <td>\$3,505,000</td> <td>\$800,000</td> <td>\$4,550,000</td> </tr> <tr> <td colspan="5"><i>*Annual compensation amount shown for 2016 to be adjusted pro-rata for remainder of year.</i></td> </tr> <tr> <td>2017</td> <td>\$245,000</td> <td>\$3,755,000</td> <td>\$800,000</td> <td>\$4,800,000</td> </tr> <tr> <td>2018</td> <td>\$245,000</td> <td>\$4,005,000</td> <td>\$800,000</td> <td>\$5,050,000</td> </tr> <tr> <td>2019</td> <td>\$245,000</td> <td>\$4,205,000</td> <td>\$800,000</td> <td>\$5,250,000</td> </tr> <tr> <td>2020</td> <td>\$245,000</td> <td>\$4,405,000</td> <td>\$800,000</td> <td>\$5,450,000</td> </tr> <tr> <td>2021</td> <td>\$245,000</td> <td>\$4,605,000</td> <td>\$800,000</td> <td>\$5,650,000</td> </tr> </tbody> </table> <p>Licensing fee is for Coach's name, likeness, appearances, trademarks, and similar IP, whether held by Coach or his LLC. If held by his LLC, the fee shall be paid to the LLC.</p> <p><u>Retention Bonus</u></p> <p>Upon active employment at University, Employee shall receive the following (paid within 15 days of date listed):</p> <p>January 1, 2019: \$600,000</p> <p>January 1, 2021: \$400,000</p>	<u>Year</u>	<u>Base Salary</u>	<u>Supplemental</u>	<u>Licensing</u>	<u>Total</u>	2016	\$245,000	\$3,505,000	\$800,000	\$4,550,000	<i>*Annual compensation amount shown for 2016 to be adjusted pro-rata for remainder of year.</i>					2017	\$245,000	\$3,755,000	\$800,000	\$4,800,000	2018	\$245,000	\$4,005,000	\$800,000	\$5,050,000	2019	\$245,000	\$4,205,000	\$800,000	\$5,250,000	2020	\$245,000	\$4,405,000	\$800,000	\$5,450,000	2021	\$245,000	\$4,605,000	\$800,000	\$5,650,000
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Signing Bonus	\$275,000 to be paid to Coach upon approval of Term Sheet																																								

Performance Incentives	<p>Regular Season Wins: 10: \$100,000 or 11: \$150,000 or 12: \$200,000</p> <p>----- AND -----</p> <p>Highest of USA Today or AP Final Top 25 Poll Finish: Top 5: \$200,000 or Top 10: \$100,000 or Top 15: \$50,000</p> <p>----- AND -----</p> <p>ACC Championship Game Appearance: \$75,000 and ACC Championship Game Winner: \$75,000</p> <p>----- PLUS (if applicable) -----</p> <p>Bowl Appearance (other than College Football Playoff Bowl): \$75,000</p> <p>----- OR -----</p> <p>College Football Playoff Non-Semifinal Appearance: \$200,000 and College Football Playoff Non-Semifinal Victory: \$100,000</p> <p>----- OR -----</p> <p>College Football Playoff Semifinal Appearance: \$400,000 and College Football Playoff Championship Appearance: \$400,000 and College Football Playoff Champion: \$100,000</p> <p>----- AND -----</p> <p>National COY Awards (max 3 per year): \$50,000ea and ACC Sportswriter Coach of the Year Award: \$25,000</p> <p>----- AND -----</p> <p>APR \geq 950: \$75,000 (Note: If APR < 950, then no postseason bonuses available to Coach) or APR \geq 975: \$100,000</p>
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Fringe Benefits	<p>Standard University unclassified employee package including state retirement benefits; Additional Clemson Athletics employee benefits including health insurance premium provided, life insurance policy provided.</p> <p>Employer will provide during the term of this agreement a death benefit in the amount of \$5M payable to Employee's designated beneficiary. Employer can in its discretion fulfill this obligation via the purchase of a term life insurance.</p>
Automobiles	Two (2) vehicles under dealer program plus insurance and taxes, replaced every 12 months. Or Employee's option of one (1) dealer program vehicle and one (1) monthly stipend of \$1,000.
Tickets	<p>Football: 22-seat suite and 20 tickets to home and away football games, 40 tickets to postseason games</p> <p>Men's Basketball: 6 tickets to home games</p> <p>Baseball: 6 tickets to home games</p> <p>Note tickets subject to IRS regulations concerning tax treatment.</p>
Termination for Cause	<p>For Cause provisions to be delineated in contract.</p> <p>No buyout, all future payments and benefits forfeited except for vested deferred compensation and vested state retirement, if any.</p>


<p>University Buyout (early termination by University w/o cause)</p>	<p>At election of University, either (a) regular payment schedule over remaining term of contract, or (b) payment within 90 days, in the amount based on the year of termination per the schedule as follows. No mitigation required by Coach.</p> <p>2016: \$20,000,000</p> <p>2017: \$20,000,000</p> <p>2018: \$18,000,000</p> <p>2019: \$14,000,000</p> <p>2020: \$9,000,000</p> <p>2021: \$5,000,000</p>
<p>Employee Buyout (early termination by Employee)</p>	<p>Notify Director of Athletics prior to discussions for other employment.</p> <p>Should Employee terminate early to accept another head coaching position or a similar collegiate athletics position, amount owed to University would be in lump sum payment within 90 days based on the year of termination per schedule as follows:</p> <p>2016: \$6,000,000</p> <p>2017: \$5,000,000</p> <p>2018: \$4,000,000</p> <p>2019: \$3,000,000</p> <p>2020: \$2,000,000</p> <p>2021: \$1,000,000</p> <p>No amount owed if Coach leaves for NFL Head Coach Position</p> <p>Note: Athletic Director retains the right to waive or reduce Employee Buyout</p>
<p>Outside Income</p>	<p>Activities which earn outside income subject to approval by the Director of Athletics and must be consistent with NCAA regulations including annual disclosure requirements.</p>

Other contracts	Employee represents and warrants that he has no other obligations or commitments that would interfere or hinder full performance as Head Coach. Employee is responsible for any buyouts or other penalties associated with his/her current employment arrangements, if any. Employee agrees to cause his licensing company to comply with the terms of this agreement.
Duties and Responsibilities	Head Football Coach (Specifics delineated in contract)

Your acceptance of this Term Sheet will constitute a binding agreement between you and the University with the University's commitment subject to the formal approval of the Clemson University Board of Trustees Compensation Committee. You and Clemson University agree to execute the formal agreements within thirty (30) days of approval by the Compensation Committee.

Please indicate your acceptance of this Term Sheet by signing below.

Accepted:  Date: 4/13/16
William Swinney

Accepted:  Date: 4/13/16
Dan Radakovich