

January 5, 2015

Mr. Chasse S. Conque


Dear Mr. Conque:

After a search consistent with the university's affirmative action guidelines, I am pleased to offer you the position of Director of Athletics at the University of Arkansas at Little Rock, effective January 20, 2015, on the following terms and conditions:

- Your title will be Athletics Director (AD) and you will report to the Chancellor. You will have the normal duties and responsibilities attendant to the position of Athletics Director including overall supervision and leadership of the intercollegiate athletics program, budget, personnel, compliance with Sunbelt Conference and National Collegiate Athletic Association (NCAA) rules and regulations, fundraising, and other duties as assigned by the Chancellor.
- Your annual salary will be \$172,000. The amount exceeding the legislated line-item maximum will be paid from non-university funds and is subject to Board of Trustees approval.
- You will be eligible to participate in the university benefits programs available to full-time non-classified employees.
- You will have the use of a loaner or courtesy automobile. If the dealer providing the automobile does not provide insurance for the vehicle, the university will do so.
- You will be provided a country club membership with initiation fee, monthly dues, and reasonable reimbursable expenses paid by the university.
- You will receive 20 season tickets for men's basketball and 20 season tickets for women's basketball, free of charge, with additional tickets possible depending on availability.
- As a bonus for success in developing the university's two leading sports, you will receive \$1000 for each NCAA post-season game played by either the men's basketball team or the women's basketball team and \$750 for each National Invitation Tournament (NIT) post-season game played by either team.
- You will be reimbursed for reasonable expenses you incur while performing your university duties as AD, either from university or non-university funds.

- The Director of Athletics serves as a member of the Chancellor's Cabinet and is expected to attend all meetings unless excused by the Chancellor. The Director is expected to attend the Commencement Ceremonies of the University.
- You will be evaluated annually by the Chancellor, in writing, and with discussion of the evaluation.
- University policy (Board of Trustees Policy 450.1) provides that administrators may undertake outside employment, subject to supervisor approval, that "will affirmatively contribute to their professional advancement or correlate usefully with their university work." You will have the benefit of this policy.
- Your appointment is for a three-year period and may be extended in writing at any time.
- The terms of your appointment are subject to applicable laws. Also, if changes in Sunbelt Conference or NCAA rules and regulations disallow any provisions in this letter of appointment, the terms of your appointment will be changed to conform to Sunbelt Conference or NCAA rules and regulations.
- You may be terminated as Athletics Director for cause as provided in university policies and applicable laws, including but not limited to neglect of duty, insubordination, unbecoming conduct that embarrasses the university, and moral turpitude. Also, you may be terminated for major violations of NCAA rules of a willful nature or due to lack of control of subordinates.

The position of Athletics Director is a senior management position within the university, and I look forward to working with you in this relationship. I am confident you will provide outstanding leadership for our intercollegiate athletics program.

Two originals of this letter are enclosed. If this letter meets with your approval, please enter your signature where indicated below on both copies. Retain one for your personal files and return the other to me.

Sincerely yours,

Joel E. Anderson
Chancellor

I understand and accept the terms and conditions of my appointment as stated above:

SIGNATURE: _____ DATE: _____