

**EASTERN MICHIGAN UNIVERSITY  
ATHLETIC COACHES' PAY FOR PERFORMANCE PROGRAM**

EmployeeName: \_\_\_\_\_ Date: \_\_\_\_\_  
 Classification: Head Coach \_\_\_\_\_ Asst. Head Coach \_\_\_\_\_ Asst. Coach \_\_\_\_\_ Sport: \_\_\_\_\_  
 Grade Level: \_\_\_\_\_ Current Salary: \$ \_\_\_\_\_ Salary Range Position: \_\_\_1st \_\_\_2nd \_\_\_3rd \_\_\_4th \_\_\_5th  
 (Salary Range Fifth)

**Sport Season Performance Record**

Finished \_\_\_\_\_ of \_\_\_\_\_ Teams Conference Record: Wins \_\_\_\_\_ Losses \_\_\_\_\_ Ties \_\_\_\_\_  
 Conference Champion: Yes \_\_\_\_\_ No \_\_\_\_\_ Overall Record: Wins \_\_\_\_\_ Losses \_\_\_\_\_ Ties \_\_\_\_\_  
 Post-Season (Team): Yes \_\_\_\_\_ No \_\_\_\_\_ Post-Season (Individual[s]): Yes \_\_\_\_\_ No \_\_\_\_\_

**Ratings Criteria**

	Points
1. Adherence to NCAA, Conference, University and Athletics Department rules, policies, and procedures (0 to 20 points based on overall performance).	_____
2. Academic performance of student athletes; current academic year term average GPA (0-2.00 GPA = 0 points; 2.01-2.75= 5 points; 2.76-3.25= 15 points; 3.26-3.50= 20 points; 3.51-4.00= 25 points).	_____
3. Fiscal management; based on balanced budget (no = 0 points; yes = 20 points).	_____
4. General administrative performance, i.e., professionalism, team discipline, fund raising, and adherence to deadlines (0 to 15 points based on overall performance).	_____
5. Community service (0 to 5 points)	_____
6. Roster management (0 to 15 points)	_____
7. Conference placement (90 points total; see attached for incremental placement values; non-conference sports and/or sports with no quantifiable season record to be assigned placement based on appropriate factors).	_____
8. Ethical conduct and sportsmanship. Exhibit appropriate behaviors representative of the Athletics Department and University, and management of sports program that embodies core values and ethical conduct (0-10 pts.).	_____
<b>Total points:</b>	_____

Evaluator comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Evaluation Summary:**

\_\_\_\_\_ Level I (176-200 points + conference champion) \_\_\_\_\_ Level III (100-175 points)  
 \_\_\_\_\_ Level II (176-200 points) \_\_\_\_\_ Level IV (0-99 points)

**Increase Recommendation:**

Recommended Base Salary Increase: \$ \_\_\_\_\_ New Base Salary: \$ \_\_\_\_\_ (effective July 1)  
 Championship Bonus: \$ \_\_\_\_\_ (lump sum payment previously paid immediately following regular season)

**Signatures:**

Evaluator (employee's immediate supervisor) \_\_\_\_\_  
 Athletics Director \_\_\_\_\_  
 Employee \_\_\_\_\_

Note: Employee's signature certifies that he/she has reviewed this evaluation with his/her supervisor and has been given a copy for his/her personal records. The employee is not required to state his/her agreement or disagreement with the evaluation but is required to acknowledge its receipt. Employee comments, if any, may be stated below or attached as a separate document.

\_\_\_\_\_  
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