

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

SECTION: 13
DATE:  10-13-1015

**RECOMMENDATION  
AMENDMENT TO VICE-PRESIDENT AND  
ATHLETIC DIRECTOR'S EMPLOYMENT AGREEMENT**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the attached amended employment agreement for Vice-President and Athletic Director, Heather Lyke, effective October 13, 2015.

**STAFF SUMMARY**

The term of Athletic Director Lyke's Employment Agreement is extended for two years beyond its current expiration date of July 21, 2018, for a new five year term. The amended Employment Agreement will end July 21, 2020. In addition, a \$3,500 monetary incentive is included for each year the University wins the prestigious Cartwright Award.

**FISCAL IMPLICATIONS**

\$3,500, contingent upon the University winning the Cartwright Award.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.

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**University Executive Officer**

**Gloria A. Hage**

**General Counsel**

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**Date**

AMENDMENT TO ATHLETIC DIRECTOR HEATHER LYKE'S EMPLOYMENT CONTRACT

This AMENDMENT made this 13th day of October, 2015 hereby amends the June 28th, 2013 Employment Agreement between the Board of Regents of Eastern Michigan University (Board) and Heather Lyke, Vice-President and Director of Intercollegiate Athletics ("Employee"), as follows:

Provision 2.1 is deleted in its entirety and replaced with the following:

2.0 Term

2.1 Employee's employment shall begin on July 22, 2013 and continue until July 21, 2020, unless sooner terminated as provided herein. Employee shall be a member of the Administrative Professional job classification. Except as modified in this Agreement, all policies applicable to Administrative Professional employees will apply to Employee.

3.1.23 (New Paragraph)

For each year in which the University wins the Cartwright Award, the employee shall be entitled to a lump sum bonus of \$3,500.

All other provisions of Employee's June 28th, 2013 Employment Contract shall remain in effect.

IN WITNESS WHEREOF, THE have executed this Amendment to Employment Contract as of the date first above written.

**EASTERN MICHIGAN UNIVERSITY**

By: \_\_\_\_\_  
Kim Schatzel  
Interim President

By: \_\_\_\_\_  
Heather Lyke  
Vice-President/Director of Intercollegiate Athletics