

Anderson's deal made public

Contract filled with behavior clauses.

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New Missouri basketball Coach Mike Anderson will make a guaranteed salary of \$850,000, which could rise to as much as \$1.465 million if every incentive - including a national championship - is reached.

The university made the five-year contract public yesterday.

Anderson's 22-page deal contains several subjective conduct requirements. For example, he is expected to "be a disciplinarian but be fair, sympathetic and protective of student-athletes while motivating them to excellence" and "maintain a mature and rational attitude, keep emotions in control and downplay defeats."

Missouri Athletic Director Mike Alden said those clauses were not a reaction to the perceived shortcomings of former Coach Quin Snyder nor a reflection of concerns about Anderson's personality.

"When you look at contracts around the country, you're seeing more and more of that," Alden said, referring to the broad statements regarding behavior.

Among Anderson's contract incentives are \$25,000 for winning the Big 12 Conference regular-season or tournament titles; \$25,000 for making the NCAA Tournament, which could grow to as much as \$250,000 if the Tigers win the national title; \$10,000 for winning Big 12 coach-of-the-year honors and \$25,000 for being the national coach of the year; \$10,000 for winning 20 games in a season, \$20,000 for 25 wins and \$30,000 for 30 wins; \$25,000 for meeting academic and social goals; and \$25,000 for averaging at least 10,000 in paid attendance for home games, which could rise to as much as \$100,000 if paid attendance reaches 13,000.

In an example of a reasonably successful season by Missouri's standards of the last 30 years - 20 victories, an NCAA Tournament appearance without advancement to the Sweet 16, academic and social goals met, paid attendance over 13,000 - Anderson would make \$1.01 million

In Snyder's final contract, he was guaranteed \$1.015 million and could have reached nearly \$1.7 million with incentives.

Mike Anderson's contract

Guaranteed

Base salary	\$250,000
Apparel	\$125,000
TV rights	\$125,000
Radio rights	\$125,000
Camp rights	\$100,000
Public relations	\$125,000
Total	\$850,000

Incentives

Big 12 title	\$25,000
Big 12 Tournament title	\$25,000
NCAA Tournament	\$25,000
Sweet 16	\$25,000
Final Four	\$100,000
National title	\$250,000
Big 12 coach of the year	\$10,000
Nat. coach of the year	\$25,000
20 Division I wins	\$10,000
25 Division I wins	\$20,000
30 Division I wins	\$30,000
Academic/social goals	\$25,000
10,000 attendance	\$25,000
11,000 attendance	\$50,000
12,000 attendance	\$75,000
13,000 attendance	\$100,000
Maximum total	\$1.465 million

Anderson's additional perks include a membership to Country Club of Missouri and a courtesy car. Snyder received two courtesy cars.

Missouri picked up the \$300,000 tab on Anderson's buyout clause with the University of Alabama-Birmingham. If Anderson leaves Missouri before his contract expires, he would owe the university the amount of his base salary - \$250,000 - for each year remaining on the contract.

If he is fired without cause at Missouri, he would be paid \$500,000 for each year remaining on his deal.

Your task, read and analyze the terms of this contract. Discuss the importance of the contract.