

NOTICE OF PUBLIC MEETING

The Board of Trustees of the University of Oregon will hold a virtual public meeting on:

Monday, June 23, 2025, at 8:00 a.m. Pacific Time
Remotely via Zoom

Subject of the meeting will be the employment contract for the Director of Intercollegiate Athletics.

Video livestream will be available for members of the media and the public at:
<https://trustees.uoregon.edu/meetings>.

The meeting's agenda and materials will be available at: <https://trustees.uoregon.edu/upcoming-meetings>.

If toll-free telephone conference, sign language for the deaf or hard of hearing, or accessibility accommodations are required, contact trustees@uoregon.edu at least 24 hours in advance of the posted meeting time. Please specify the sign language preference if applicable.

BOARD OF TRUSTEES

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**Board of Trustees of the University of Oregon
Public Meeting
8:00 a.m. | Monday, June 23, 2025
Virtual Meeting Via Zoom**

Convene

- Call to order & Roll Call

- 1. Approval of Certain Athletic Contract (Director of Intercollegiate Athletics).** Karl Scholz,
University of Oregon President

Meeting Adjourns.

Agenda Item #1

Director of Intercollegiate Athletics



Board of Trustees ratification is sought for an amended and restated employment contract with Rob Mullens (Mullens), the University's Director of Intercollegiate Athletics. Although employment matters are delegated to the University President, the Board has retained authority over contracts and instruments with an anticipated value reasonably expected to reach or exceed \$5,000,000. University President Karl Scholz has reached agreement to amend the contract with Mullens, the aggregate value of which will exceed that threshold.

Below is a brief summary of key economic terms:

Term 8 years: July 1, 2025, thru June 30, 2033 (Adds three years onto existing contract)

Base Salary

Annual Salary Starting July 1, 2025: \$1,150,000 (Current base for July 1, 2025, is \$1,092,290)

Base Salary would increase \$50,000 annually

Deferred Compensation

Annual contract year payment: \$100,000 (Currently \$75,000)

Annual Retention Payments

2025-26	\$500,000	(Currently \$300,000)
2026-27	\$500,000	(Currently \$300,000)
2027-28	\$500,000	(Currently \$300,000)
2028-29	\$500,000	(Currently \$300,000)
2029-30	\$500,000	(Currently \$500,000)
2030-31	\$500,000	
2031-32	\$500,000	
2032-33	\$500,000	

Market Comparison:

2024 market data indicate Mullens' updated salary to be top 20 nationally and eighth in the Big 10.

Additional Contract Major Adjustments

- No earlier than July 1, 2029, Mullens is authorized to leave the role of Director of Intercollegiate Athletics and be appointed Special Adviser to the University President for up to four years. This position would be a 0.5 FTE role with annual compensation of \$200,000.
- Previously Mullens was eligible for a \$100,000 incentive payment if the University's football team participates a post-season bowl game. The proposed contract increases the incentive to \$200,000 if the University's football team participates in the Championship Football Playoff.

- Previously Mullens was eligible for a \$25,000 incentive payment if either men's or women's basketball teams, or both, participates in the NCAA tournament. The proposed contract increases the incentive payment to \$50,000 if both teams participate in the NCAA tournament.

Funding Sources:

Mullens' employment agreement is funded entirely with Athletics revenue, including donor funds.

Board of Trustees of the University of Oregon

Resolution: Authorization to Execute Revised Employment Agreement (Rob Mullens)

Whereas, Rob Mullens has effectively led the University of Oregon’s (University) Department of Intercollegiate Athletics (“Athletics”) since he joined the University in 2010;

Whereas, Mullens has continually helped elevate University Athletics to be one of the premier intercollegiate athletic programs in the country;

Whereas, the University won eight conference championships, including football, baseball, softball, men’s and women’s indoor track and field, women’s cross country, men’s outdoor track and field, and women’s golf, out of the 17 NCAA Division I sports offered by the University, in the University’s first year in the Big 10 Conference under Mullens’ leadership;

Whereas, the University and Mullens have agreed to terms in the revised employment agreement, effective July 1, 2025, attached hereto as Exhibit A;

Whereas, ORS 352.107(c) grants the University of Oregon the authority to make any and all contracts and agreements that are appropriate; and,

Whereas, the Policy on the Retention and Delegation of Authority requires Board of Trustees’ approval for instruments exceeding \$5,000,000; but further authorizes the president to act prior to such approval when time makes prior authorization impractical;

Now, therefore, the Board of Trustees of the University of Oregon hereby ratifies the actions of the University President in negotiating a revised employment agreement with Rob Mullens and authorizes the University to execute a contract, or substantially similar contract, attached hereto as Exhibit A.

Moved: _____ Seconded: _____

Trustee	Vote	Trustee	Vote
Aaron		Moses	
Abbott		Seeley	
Boyle		Tykeson	
Evans Jackman		Storment	
Fick		Ulum	
Holwerda		Wool	
Hornecker		Worden	
Madison			

Dated: _____ Recorded: _____

Exhibit A

Amended and Restated Athletic Director Employment Agreement

This Employment Agreement (Agreement) is entered into by the University of Oregon (University) and Rob Mullens (Mullens) and it amends and supersedes the previous agreement entered into on November 2, 2022.

1. Purpose

University and Mullens have entered into this Agreement because the University desires to retain Mullens, and Mullens desires to continue to work as an employee for the University. For these reasons, University has agreed to employ Mullens in a salaried position, and Mullens has agreed to be employed by the University upon the terms and conditions set forth herein.

2. Position

2.1. Title. Mullens is employed as University's Director of Intercollegiate Athletics (Director) subject to the terms and conditions of this Agreement.

2.2. Reporting Relationship. As Director, Mullens shall report to the President of the University.

2.3. Duties and Responsibilities. Mullens agrees to:

- (a) devote his best efforts, full-time to the leadership, supervision, management, and promotion of University's Department of Intercollegiate Athletics (Department) and its intercollegiate athletic programs (Programs);
- (b) be fully knowledgeable of University, National Collegiate Athletic Association (NCAA), and Big 10 Conference (B1G) policies, rules, and regulations;
- (c) be responsible for the direction, enforcement, interpretation, and review of University's intercollegiate athletic policies and Programs and recommend and make improvements thereto;
- (d) develop programs and procedures that are designed with the goal of ensuring the welfare of student athletes;
- (e) direct University's intercollegiate athletic activities, including management of staff, budget, and other resources;
- (f) work within the Department's budget;
- (g) supervise and use best efforts to ensure rule compliance by coaches and other employees of Department;
- (h) abide by all applicable laws, rules, and regulations, including University, NCAA and Big 10 rules and regulations;

- (i) provide leadership for public relations programs and develop campus and community support for the University, the Department and the Programs;
- (j) implement policy directives from the University, NCAA, Big 10, accrediting associations, and athletic associations;
- (k) schedule intercollegiate athletic games;
- (l) understand, observe and uphold all academic standards, requirements, and policies of the University;
- (m) maintain effective relations with the NCAA, the Big 10, and University alumni, students, faculty, and staff;
- (n) ensure that all Department employees are evaluated in accordance with University policy on an annual basis;
- (o) provide an environment for the proper conduct of activities related to admissions, financial aid, benefits, academic eligibility, and recruiting;
- (p) promote the University's officially stated priorities for the Department such as increasing participation opportunities for women;
- (q) promote University's commitment to equal opportunity in employment;
- (r) staff the Department with individuals who subscribe to the University's mission and educational and ethical standards;
- (s) lead and direct fund raising for the Department;
- (t) encourage student-athletes to achieve the best grades possible, to graduate on-time, and to conduct themselves respectfully and in a way that reflects positively on themselves and the University; and
- (u) perform other duties generally associated with the position of athletic director at a major Division I-A university as reasonably assigned by the President.

University acknowledges that Mullens' obligations under this Section 2.3 may be assigned to employees in the Department, but Mullens shall be ultimately responsible for meeting the obligations set forth in this Section 2.3, excluding, however, that Mullens shall not be responsible for failures of Mullens' staff of which he could not be expected to know.

2.4 Ethical Responsibilities. The University has established a tradition of ethical conduct at all levels of University life. In accordance with this tradition, Mullens, as the head of the Department, agrees to represent the University in an honorable and ethical manner at all times. Standards for the ethical conduct of Department staff are established and enforced by the University President, the University, the Big 10 Conference and the NCAA. In addition, University Intercollegiate Athletics Policy § 8.036

reflects and specifies certain requirements regarding ethical conduct, as does University's Conflict of Interest and Conflict of Commitment policies, each of which, as amended from time to time, shall be deemed a part of this Agreement. Mullens further agrees to comply with all applicable constitutions, bylaws, interpretations, laws, policies, standards, directives, rules, or regulations relating to the conduct and administration of the Department. If Mullens becomes aware, or has reasonable cause to believe, that violations of applicable constitutions, bylaws, Interpretations, laws, policies, standards, directives, rules, or regulations have taken place, he shall report them promptly (and in all cases within seven days) to the President of the University or the President's designee. As set forth In NCAA Bylaw 11.2.1(a) and 19.2.3, Mullens has an affirmative obligation to cooperate fully in the NCAA infractions process, including the investigation and adjudication of any case involving allegations of infractions. Such cooperation includes cooperation with any internal University Investigation, but also cooperation with an investigative or adjudicative body of the NCAA, in order to further the objectives of the NCAA, Its infractions program, and Its Independent alternative resolution program. Such cooperation shall include disclosing and providing access to all electronic devices used in any way for university purposes and providing access to all social media, messaging and other applications that are or may be relevant to an investigation. Mullens will comply with the University's reporting obligations relating to prohibited discrimination, the Clery Act and the abuse of minors. Mullens also agrees to adhere to, to respect and to follow the academic standards, requirements, and policies of the University at all times, including with respect to the recruitment of prospective student-athletes and the eligibility of current student-athletes. Mullens shall use his best efforts to promote an atmosphere among all coaches that reinforces the expectation that they will conduct all team activities in a manner that prioritizes student- athletes' emotional and physical health and safety. Mullens will use his best efforts to ensure that all coaches will at all times follow the directives of trainers and medical staff regarding a student-athlete's fitness for practice and competition and shall never use physical exercise as a form of punishment.

2.5. Mullens also agrees that, notwithstanding the provisions of Section 4.6 below, during the Term of this Agreement he will not engage, directly or indirectly, in any business which would significantly detract from his ability to apply his best efforts to the performance of his duties and responsibilities. Mullens also agrees not to usurp any business opportunities of University.

3. Term of Agreement

The term (Term) of this Agreement shall be for a period of eight years, which begins on July 1, 2025, and ends at 11:59 pm Pacific Time on June 30, 2033, at which time this Agreement shall expire without penalty to either party. Each contract year (Contract Year) shall be any twelve (12) consecutive month period during the Term from 12:00 am July 1 to 11:59 pm on the immediately following June 30. Unless specifically defined otherwise in this Agreement, "Contract Year 1" of this Agreement shall be defined as that period commencing July 1, 2025 and ending June 30, 2026.

At Mullens' option, commencing July 1, 2029, Mullens and the University may enter into a new agreement under which Mullens will step down as the Director of Intercollegiate Athletics and be appointed to the role of Special Adviser to the University President. At that time and upon Mullens' election, the University's obligations under this Agreement relating to Contract Years 5 through 8 shall be extinguished and replaced by those set forth in a subsequent agreement. The duties assigned Mullens in this role shall be defined in a subsequent employment agreement to be drafted no later than

April 1, 2029. In this role, Mullens shall devote no less than 0.5 FTE to the University President and shall be compensated \$200,000 per year. Mullens' employment in this role will automatically renew each year so long as he does not accept other employment that requires more than 0.5 FTE of his effort, for up to four years and will expire without penalty to either party on June 30, 2033. Should Mullens undertake employment after July 1, 2029 that requires him to devote more than 0.5 FTE to that employment, his position as Special Adviser to the University President shall terminate.

4. Compensation

4.1. General. Mullens is entitled to compensation as identified in this Agreement. Mullens may earn supplemental income related to his employment as and to the extent approved by the University and consistent with NCAA and Big 10 regulations. All payments from University are subject to applicable deductions and withholdings for tax purposes and employee benefit programs in which Mullens participates. All payments are also subject to the terms and conditions in Sections 6 and 7 regarding termination of this Agreement.

4.2. Salary. For Contract Year 1, University shall pay Mullens a guaranteed base salary (Base Salary) of \$1,150,000 for his performance of his duties and responsibilities under this Agreement. Mullens' Base Salary shall be paid in equal installments on the University's regular pay days. Mullens' Base Salary for subsequent years will be as follows:

Year 2:	\$1,200,000
Year 3:	\$1,250,000
Year 4:	\$1,300,000
Year 5:	\$1,350,000
Year 6:	\$1,400,000
Year 7:	\$1,450,000
Year 8:	\$1,500,000

4.3. Fringe Benefits.

(a) Mullens shall be entitled to participate in the University fringe benefits offered to other employees that share his status as an Officer of Administration. These include (but are not limited to) group life insurance, medical, dental, and vision insurance; moving expense reimbursement; paid vacation and sick leave; disability insurance; participation in the University's Optional Retirement Plan; and opportunities to invest in tax deferred annuities and deferred compensation plans.

(b) Mullens will receive reimbursement for all business-related travel and out-of-pocket expenses, including travel expenses for his spouse (whenever deemed appropriate by the President), consistent with University policy. With approval of the President, Mullens will be reimbursed for the costs of his spouse and minor children to accompany Mullens to away contests if the University sends an official delegation party to the contest of which Mullens is a member. Reimbursement shall be at the University's standard rates and per diem per person.

(c) University shall provide to Mullens at all times during the Term of this Agreement while

Mullens is Director two courtesy cars. The Department will insure Mullens' car for official business, but Mullens must provide automobile liability (no less than \$1 million limit) and collision insurance for personal use of the cars. Should University be unsuccessful in obtaining either or both courtesy cars for Mullens, Mullens shall receive a stipend of \$600 per car per month in lieu of a courtesy car.

(d) During the Term of this Agreement while Mullens is Director, Mullens will be provided with membership in the Eugene Country Club if such a membership is available (and if not available then an available membership in a country club of Mullens' choice in the Eugene area). The Athletic Department will pay initiation fee, monthly dues and approved business-related expenses. Mullens will be responsible for any personal charges including, but not limited to, electric carts, lockers, restaurant charges, and lessons. This membership is provided to assist in fund-raising efforts. Should Mullens be reassigned, Mullens' continued membership will depend on the wishes of the Eugene Country Club, needs of the new position and its relative utility to promotional and fund-raising functions.

(e) During the Term of this Agreement while Mullens is Director, Mullens will be provided with a family membership at the Downtown Athletic Club if such a membership is available (and if not available then an available membership in an athletic club of Mullens' choice in the Eugene area). This membership is conditioned on the Downtown Athletic Club's waiver of the membership fee and the monthly fee for Mullens' membership. Mullens will be responsible for any personal charges including, but not limited to, lockers, restaurant charges, and lessons. This membership is provided to assist in fund-raising efforts. Should Mullens be reassigned, Mullens' continued membership will depend on the wishes of the Downtown Athletic Club, needs of the new position and its relative utility to promotional and fund-raising functions.

(f) During the Term of this Agreement while Mullens is Director, he shall receive 8 complimentary tickets to men's basketball and football home games; the opportunity to purchase 25 tickets to each home football game; and a reasonable number of complimentary tickets for other sports. During the term of this Agreement while Mullens is Director, he shall also have at his disposal for personal and fundraising purposes the Athletic Director's suite in Autzen Stadium for all University intercollegiate athletic events held at that venue.

(g) During the Term of this Agreement while Mullens is Director, Mullens will be eligible to receive a reasonable amount of apparel, equipment, and shoes from University's contracted provider.

4.4. Performance Incentives.

Each Contract Year during the Term of this Agreement if Mullens remains Director, Mullens will be eligible to receive performance incentive payments as follows:

(a) If University's football team participates in a post-season bowl game or tournament, Mullens shall receive supplemental compensation in consideration of the additional and extraordinary work that he is required to perform as part of the University's participation in such events. Such supplemental compensation shall be \$100,000.

(b) If University's football team participates in a post-season bowl game that is part of the Championship Football Playoff, then Mullen's supplemental compensation shall be \$200,000, in lieu of that compensation set forth in paragraph 4.4 (a).

(c) If University's men's or women's basketball teams (or both) participates in the NCAA tournament, Mullens shall receive supplemental compensation in consideration of the additional and extraordinary work that he is required to perform as part of the University's participation in such events. The supplemental compensation is cumulative and shall total \$25,000 if either the University's men's or women's basketball teams participates in the NCAA tournament and \$50,000 if both participate.

(d) Mullens shall receive supplemental compensation in consideration of the extraordinary work he will have performed for University's placement in the Director's Cup standings as follows:

49th place to 30th place	\$10,000
29th place to 20th place	\$15,000
19th place to 10th place	\$20,000
9th place to 1st place	\$25,000

These sums set forth in this Section 4.4(c) are not cumulative. If earned by Mullens, the Incentive payments shall be made within forty-five (45) days following the season in which such incentive payments are earned.

4.5. Academic Incentives.

For each Contract Year during the Term of this Agreement if Mullens remains Director, Mullens will be eligible to receive incentive payments based on the four-year rolling Academic Progress Rates of University student-athletes as follows:

At least 985	\$50,000
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These sums set forth in this Section 4.5 are not cumulative. If earned by Mullens, the incentive payment shall be made within forty-five (45) days of the date upon which the NCAA academic progress rate data is available to University.

4.6. Opportunities to Earn Outside Income.

(a) The following general terms and conditions shall apply whenever Mullens wishes to earn outside income related to his expertise, experience, or occupation as a director of athletics: (i) Any outside activities shall not interfere with the full, complete, and satisfactory performance of Mullens' duties and obligations as a University employee, recognizing always that his primary obligations lie with the University; (ii) In no event shall Mullens knowingly accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, corporation, University booster club or alumni association or other benefactor if such action would violate NCAA or Big 10 Conference legislation or the constitution, bylaws, rules and regulations, or their interpretations in effect at the time; changes to such legislation,

constitution, bylaws, rules and regulations or interpretations automatically apply to this Agreement without the necessity of written modification; (iii) Mullens shall disclose to, and obtain the advance written approval of, his reporting superior (or that person's permitted designee) before entering into agreements for outside income or in-kind or financial benefits. Subject to other terms of this Agreement, such approval shall not be unreasonably withheld as to arrangements not directly related to the Director's responsibilities, information and activities. Except as required by the University, Mullens shall not endorse or be a spokesperson or celebrity personality for goods or services manufactured, sold or provided by persons or entities other than those with which University has contracted, without prior written approval of University.

(b) Any income produced by outside activities is independent of this Agreement, and University shall have no responsibility or liability for any loss of such outside income resulting from termination of this Agreement or from the reassignment of Mullens, regardless of Mullens' expectations based on past history or representations and regardless of whether either party could have foreseen or contemplated such a loss upon termination or reassignment or whether such a loss resulted directly or indirectly from the termination or reassignment.

(c) Mullens shall not earn outside income from any internet, television or radio broadcasts. Except for spontaneous, live interviews consistent with any restrictions arising out of University's Agreement with IMG, Mullens shall not provide any such services, commentary or performance relating to University of Oregon athletics except as consistent with University's Agreement with IMG unless approved by the President.

(d) The University reserves the right to deal directly with manufacturers, importers, or distributors of shoes, apparel or equipment, and to negotiate and contract for usage and endorsement of their products. Mullens shall not enter into any such contracts.

(e) Mullens shall provide, as and when directed by the University, a detailed accounting in writing of all income and benefits from all sources outside the University.

4.7. Deferred Compensation.

Commencing in Contract Year 1, University shall contribute \$100,000 per Contract Year to a deferred compensation program selected by University in its sole discretion. Such contributions are not part of Mullens' Base Salary. University shall have no responsibility or liability for reduction of present or future income derived from deferred compensation should Mullens be terminated under Sections 6.1, 6.2, or 7.2 of this Agreement or reassigned.

4.8. Retention Incentive.

If Mullens fully performs all obligations outlined in this Agreement through the first year of the Agreement (June 30, 2026), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the second year of the

Agreement (June 30, 2027), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the third year of the Agreement (June 30, 2028), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the fourth year of the Agreement (June 30, 2029), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the fifth year of the Agreement (June 30, 2030), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the sixth year of the Agreement (June 30, 2031), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the seventh year of the Agreement (June 30, 2032), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

If Mullens fully performs all obligations outlined in this Agreement through the eighth year of the Agreement (June 30, 2033), University shall pay Mullens an additional retention incentive of five hundred thousand dollars (\$500,000).

Accordingly, the total retention incentive for Mullens shall be \$4,000,000 if he performs all obligations outlined in this Agreement through the eighth year of the Agreement. If earned by Mullens, the incentive payments shall be made within forty-five (45) days of the date Mullens completes the contract year as articulated in Section 3 of this Agreement.

4.9. Eligibility for Salary Increases.

Mullens shall be eligible for annual salary increases to the same extent, and in the same manner, that such increases are available to other University Officers of Administration.

5. Performance Evaluations

The President will evaluate Mullens' performance of his job duties and responsibilities annually on the same basis as performance evaluations are done for other employees of Mullens' classification. These evaluations may take into account prior evaluations and the expectations and goals set for Mullens in such prior evaluations. As part of the evaluation process, win-loss record of teams, post-season appearance performance (if any), and fund-raising and revenue-generating success shall be taken into account and evaluated against comparably situated and funded Division 1 intercollegiate athletics

programs.

6. Termination without Cause

6.1. Termination due to Death or Disability.

(a) This Agreement shall terminate upon Mullens' death. This Agreement shall also terminate upon Mullens' "total disability" (within the meaning of such term in University's disability insurance for employees of Mullens' classification or within the meaning of Oregon Public Employees Retirement System (PERS) regulations or federal Social Security Administration Regulations).

(b) If this Agreement is terminated pursuant to this section because of Mullens' death, Mullens' compensation and all other benefits shall terminate as of the calendar month in which death occurs, except that his estate or other designated beneficiary shall be paid all such death benefits, if any, as may be contained in any benefit plan now in force or hereafter adopted by University and due to Mullens pursuant to that plan. Mullens' dependents' continued eligibility for benefits shall be in accordance with the standard eligibility of dependents of Officers of Administration at the University. In addition, University shall pay to Mullens' estate any compensation already fully earned but not yet payable under this Agreement.

(c) If this Agreement is terminated because Mullens becomes totally disabled, Mullens shall continue to receive the Base Salary and any other standard University fringe benefits provided for under this Agreement until such time as Mullens becomes eligible for (even if subsequently paid retroactively) total disability benefits from PERS, Social Security, or a private or group insurer, whichever first occurs.

At the end of such transition period, if any, all compensation and other University fringe benefits shall terminate.

6.2. Termination by University (not for cause)

(a) The University shall have the right to terminate this Agreement at any time for any or no reason. Such termination shall be effectuated by delivering to Mullens written notice of University's intent to terminate this Agreement without cause, and shall be effective upon the later of a date stated or thirty (30) days after University's mailing of such notice. University shall not be obligated to state a reason for termination of Mullens without cause. In the event the University permanently reassigns Mullens to a position that does not report to the University President or Board of Trustees or a position that does not involve management of a unit substantially equivalent to the Department of Intercollegiate Athletics as it was constituted as of the commencement of the Term of this Agreement., Mullens shall have the right, exercisable within the first 60 days of such permanent reassignment, to treat the reassignment as a Termination under this section 6.2 of the Agreement. If University exercises its right under this Section 6.2, Mullens shall be entitled to damages only as provided for in Section 6.2(b) below.

(b) If University terminates this Agreement under this Section 6.2, University shall pay to Mullens, as liquidated damages, the following:

The Base Salary due to Mullens for the remainder of the scheduled Term of the Agreement plus the following portion of the retention incentives set forth In Section 4.8.

If termination occurs on or before June 30, 2023, no portion of the retention incentives shall be Included in liquidated damages;

If termination occurs on or after July 1, 2023, but before July 1, 2030, eighty percent of the total cumulative retention incentives shall be included in liquidated damages.

(c) University's obligation under Section 6.2(b) shall not accrue interest (so long as not in arrears) and shall be paid in equal installments on the regular paydays of the University over the balance of the scheduled Term of this Agreement. University's obligations shall be subject to Mullens' duty to mitigate, as set forth in Section 6.2(e). Mullens will not be entitled to any employee benefits except as otherwise provided herein or required by applicable law. In no case shall University be liable for the loss of any collateral business opportunities or any other benefits (including unemployment compensation), or perquisites, or income resulting from activities such as but not limited to, camps, clinics, media appearances, broadcast talent fees, apparel, equipment or shoe contracts, consulting relationships, or from any other (inside-the-University or outside-the-University) sources that may ensue as a result of University's termination of this Agreement under this Section 6.2.

(d) Mullens and University have bargained for and agreed to the foregoing liquidated damages provisions, giving consideration to the fact that termination of this Agreement by University under this Section 6.2 may precipitate or lead to Mullens' loss of certain salary, benefits, supplemental compensation or other economic advantages or income related to his employment at the University, which damages are extremely difficult to determine fairly, adequately, or with certainty. The parties further agree that the payment of such liquidated damages by University shall constitute sufficient, adequate and reasonable compensation to Mullens for any loss, damages or injury Mullens suffers because of such termination by University. The foregoing shall not be, nor be construed to be, a penalty.

(e) If University terminates this Agreement under this Section 6.2, Mullens agrees to mitigate University's obligations to pay liquidated damages under Section 6.2(b) by making reasonable, good faith, and earnest efforts to obtain comparable employment at a university that competes on the NCAA Division 1-A level, or with the NCAA as soon as reasonably possible after termination of this Agreement pursuant to this Section 6.2. Comparable employment is employment as a Division 1-A athletic director. Should Mullens obtain such comparable employment, University's financial obligations under this Agreement, including Section 6.2(b), shall cease so long as Mullens' monthly compensation, excluding reasonable and usual non-monetary fringe benefits such as health and life insurance, 401(k)/pension/retirement plans, club memberships and use of vehicles, is equal to or greater than University's obligation to pay

liquidated damages under Section 6.2(b), prorated on a monthly basis. If Mullens' monthly compensation, excluding reasonable and usual non-monetary fringe benefits, from such new employment is less than University's monthly obligation to pay liquidated damages under Section 6.2(b), the amount of University's obligation to pay liquidated damages shall be reduced by the amount of Mullens' compensation, excluding reasonable and usual non-monetary fringe benefits, from such new employment. Mullens shall promptly inform University of changes in his employment status (including monthly salary and type and value of fringe benefits that are included in the calculation of Mullens' compensation) for purposes of the implementation of this Section 6.2(b). Mullens agrees to provide University with a copy of any employment agreement relevant to mitigating comparable employment, as well as other information necessary to establish compliance with this mitigation obligation including, upon request, information relating to income Mullens has received from employment in a manner that did not generate a form W-2 or 1099.

6.3. Termination by Mullens

(a) Mullens recognizes that his promise to work for the University for the entire Term of this Agreement is of the essence of this Agreement. Mullens also recognizes that University is making a highly valuable investment in his continued employment by entering into this Agreement and that its investment would be lost were he to resign or otherwise terminate his employment with the University prior to the expiration of the Term of this Agreement. In recognition of these facts, the parties agree that Mullens' decision to terminate this Agreement without cause prior to its expiration will be subject to the following terms and conditions. For purposes of this Section 6.3, "cause" shall be defined as a material breach of this Agreement by University.

(b) Mullens will not seek or apply for other employment without prior notice to the President.

(c) If Mullens terminates this Agreement without cause during its term, he must give University thirty (30) days advance written notice. Simultaneous with such notice, Mullens shall inform University in writing of his employment plans (if known) following the termination of his employment with University.

(d) Termination without cause by Mullens shall require Mullens to pay University liquidated damages as follows: Zero liquidated damages.

(e) Mullens and University have bargained for and agreed to the foregoing liquidated damages provisions, giving consideration to the fact that termination of this Agreement by Mullens under this Section 6.3 may precipitate or lead to University's loss of Mullens' personal services and continuity of leadership in the Department, monetary damages for which are extremely difficult to determine fairly, adequately, or with certainty. The parties further agree that the payment of such liquidated damages by Mullens shall constitute sufficient, adequate

and reasonable compensation to University for any loss, damages or injury University suffers because of such termination by Mullens. The foregoing shall not be, nor be construed to be, a penalty.

7. Termination for Cause and Discipline

7.1. Mullens may be disciplined as determined by the President for: (a) any reason for which an Officer of Administration may be disciplined; (b) for a violation of any material constitution, bylaw, interpretation, rule, regulation, or policy of the NCAA, Big 10, or University; or (c) any material violation of local, state or federal law. Discipline under this provision may be in addition to discipline imposed by the NCAA or the Big 10 conference. Depending on the violation, the President may impose a reprimand, assess a fine (of a day's pay or more), suspend (with or without pay) or, consistent with Section 7.2, terminate Mullens. Mullens shall cooperate fully with any University personnel in the course of any investigation of illegal or prohibited behavior on the part of students, boosters, employees, administrators, volunteers, or agents of the University.

7.2. University shall have the right to terminate this Agreement for cause prior to its expiration. Mullens waives any procedural rights he may have except those contained in this Agreement. If University is considering termination for cause, Mullens shall be notified of the grounds and shall have the opportunity to present a statement of denial, explanation or excuse before such termination is finalized.

(a) "Cause" shall mean, in addition to its meaning in Section G. of the University Policy on Resignations and Terminations, any of the following: (i) A deliberate and serious violation of the duties outlined in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Mullens' abilities; (ii) Conduct constituting a violation of any criminal statute involving moral turpitude or conduct constituting the commission of a state or federal felony crime; (iii) A serious and knowing violation of any law, rule, regulation, constitutional provision, bylaw, or interpretation of the University, Big 10 Conference or the NCAA, which may, in the sole good faith and reasonable judgment of University, reflect or impact adversely upon University or its athletic program or which may likely result in University being placed on probation by the Big 10 Conference or the NCAA, including any violation which may have occurred during prior employment at another NCAA member institution, either by Mullens or, if known to Mullens, by any person Mullens directly supervises or directs; or (iv) Absence from duty of 30 continuous days (except due to family emergency or crisis or an illness documented by a licensed physician) or 30 business days in any twelve (12) month period (except due to family emergency or crisis or an illness documented by a licensed physician) without the consent of the President (which shall not be unreasonably withheld); or (v) Any cause adequate to sustain the termination of any other Officer of Administration.

(b) If this Agreement is terminated for cause (as defined above) by the University, all obligations of University to make further payments or to provide any other consideration (notwithstanding the University's Policy in Resignations and Terminations) shall cease as of the end of the month in which such termination occurs. In no case shall University be liable to Mullens for the loss of any collateral business opportunities or any other benefits, perquisites

or income whether from University or other sources if the University terminates this Agreement for cause.

7.3 Pay Reduction, Temporary Leave Without Pay, FTE Reduction or Lay Off. If athletic department revenues (or projected revenues) generated through ticket sales, donations and tv/multi-media rights are impaired by at least 10% for a fiscal year or over multiple fiscal years due to natural disaster, war, riot, pandemic, public health emergency, NCAA directive, government order, or other catastrophe beyond the control of the University, University may, without additional consideration, lay off, reduce FTE, implement a temporary leave without pay, or temporarily reduce Mullen's Guaranteed Salary as outlined in 4.2. In the event of a prolonged leave without pay or layoff, University will work with Mullens to facilitate access by Mullens to any University, state or federal benefits programs for the provision of health benefits and unemployment compensation and, if applicable, the University's obligations under paragraphs 4, 4.1, 4.2, 4.3, 4.4 and 4.5 shall otherwise be suspended during the layoff or furlough period. In no event shall any action taken pursuant to this paragraph result in a percentage reduction of salary or a duration of time of such reduction that is greater than the smallest percentage imposed on the Head Football Coach, Head Men's Basketball Coach, or Head Women's Basketball Coach.

7.3 Mullens shall have the right to terminate this Agreement without any liability to him in the event that the University breaches any of its material obligations hereunder.

8. Miscellaneous

8.1. This Agreement will be governed and construed in accordance with the laws of the State of Oregon without regard to principles of conflicts of law. In no event shall any part of this Agreement be construed as a waiver by the State of Oregon of its sovereign and governmental immunities or limits of liability enforceable in the courts of the State of Oregon.

8.2. The captions or headings in this Agreement are for convenience only and in no way define, limit, or describe the scope or intent of any provisions of this Agreement.

8.3. The parties agree that if any term or provision of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and provisions will not be affected, and the parties agree to attempt to substitute for any illegal, invalid, or unenforceable provision a valid or enforceable one, which achieves the economic, legal and commercial objectives of the invalid or unenforceable provision to the greatest extent possible.

8.4. No waiver, consent, modification, or change of any term of this Agreement shall bind either party unless the same is in writing and signed by both parties and all necessary approvals have been obtained. Such express waiver, consent, modification, or change, if made, shall be effective only in the specific instance and for the specific purpose set forth in such signed writing. Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of the right to future enforcement

of that or any other provision.

8.5. This Agreement may be executed in counterparts, and via facsimile or electronically transmitted signature (i.e. emailed scanned true and correct copy of the signed Agreement), each of which will be considered an original and all of which together will constitute one and the same agreement. At the request of a party, the other party will confirm facsimile or electronically transmitted signature page by delivering an original signature page to the requesting party.

8.6. This Agreement may be publicly disclosed in its entirety.

8.7. Mullens' position as Director is not tenure-related and has no academic rank.

8.8. This Agreement, together with all incorporated documents and exhibits attached hereto and referenced herein, constitutes the entire agreement between the parties with respect to the subject matter hereof and merges all prior and contemporaneous communications with respect to such subject matter. This Agreement shall not be modified except by a signed writing dated subsequent to the date of this Agreement and signed by Mullens and on behalf of University by its duly authorized representative. The parties hereby acknowledge and agree that this Agreement has been negotiated by the parties and their respective counsel and shall be interpreted fairly in accordance with its terms and without any strict construction in favor of or against either party.

8.9. All notices, claims, requests, demands and other communications hereunder shall be made in writing and shall be deemed given if delivered or mailed (registered or certified mail, postage prepaid, return receipt requested) as follows:

To Mullens: Last known address on file with Human Resources

To the University: Office of the President
1226 University of Oregon
Eugene, OR 97403-1226
Fax: 541.346.3017

The parties indicate their acceptance of and agreement to the terms and conditions of this Agreement by their signatures below.

Rob Mullens

University of Oregon

Rob Mullens

John Karl Scholz, President

Date

Date