

Committee Membership

Peter Bragdon	Present	Chuck Lillis, Chair	Present
Allyn Ford	Present	Ginevra Ralph	Present
Ross Kari	Present	Mary Wilcox	Present

The Executive and Audit Committee (EAC) of the Board of Trustees of the University of Oregon (Board) met for a telephonic meeting on March 21, 2019. A physical location – Room 340 of the Erb Memorial Union – was available for members of the public. Below is a summary of the committee’s discussion and actions. An audio recording is maintained on file.

Convening, Introduction. The meeting was called to order at 11:03 a.m. by Committee Chair Chuck Lillis. Roll was taken and a quorum verified.

Athletic Contract Authorizations. Rob Mullens, director of intercollegiate athletics (“Athletics”), provided trustees with an overview of two requested contract approvals: the first for Dana Altman, head men’s basketball coach, and the second for Kelly Graves, head women’s basketball coach. Terms proposed are available in the meeting materials posted online.

Mullens first articulated the rationale for an amendment to Altman’s contract at this time, citing his overwhelmingly successful career as a coach and at the UO specifically. Accomplishments at the UO include but are not limited to: a record only two away from the all-time UO record for winningest coach, five Pac-12 titles, and six NCAA tournament appearances. Mullens also noted that Dana is just 21 wins away from the all-time winningest coach record in Division 1 basketball. Mullens noted that the Atlmans have been active members of the Eugene community beyond just basketball, and it is Athletics’ hope that Altman will remain at the UO for the remainder of his career. Mullens explained that Athletics endeavors to secure new contributions to offset the cost of this extension.

Trustees engaged in discussion with Mullens and President Schill regarding the timing of this extension given the current budget situation on campus and the active legislative session, and regarding how such contracts are affected by laws relating to equal pay and the use of market-driven data. Schill reiterated that Athletics has committed to using private funding for both contract extensions and resulting cost increases and that the expectation that Athletics lives within its own funding means does not change with these contracts. Vice President and General Counsel Kevin Reed spoke to the question about equal pay laws, noting that these positions are unique enough and in a highly competitive, recruitment-heavy landscape.

ACTION: The resolution authorizing Altman’s contract was moved by Ross Kari and seconded by Mary Wilcox. It was approved by a vote of 6-0.

Mullens then articulated the rationale behind the amendment to Graves’ contract, noting Graves’ unprecedented results at the UO in just a short time. His accomplishments include, but are not limited to: remarkable recruiting, consecutive Elite 8 appearances, three Pac-12 titles, a record-setting winning season, and two number two seed placements for the NCAA tournament. Mullens noted the role Graves and his

wife, Mary, play in the community overall and the work Graves does to mentor athletes, staff, and younger coaches. Mullens explained that, similarly to Altman, Athletics is hopeful that Graves will remain at the UO for the remainder of his coaching career. He concluded by noting that the amendments and extension would move Graves to the top 20 in the peer market for compensation, placing him in a similar relative position as Altman would be placed.

ACTION: The resolution authorizing Graves' contract was moved by Allyn Ford and seconded by Ross Kari. It was approved by a vote of 6-0.

Adjournment. The meeting was adjourned at 11:25 a.m.