

**Committee Membership**

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

The Executive and Audit Committee (EAC) of the Board of Trustees of the University of Oregon (Board) met for a telephonic meeting on December 15, 2017. A physical location – Room 105, Johnson Hall – was available for members of the public. Below is a summary of the committee’s discussion and action. An audio recording is maintained on file.

**Convening, Introduction.** The meeting was called to order at 11:31 a.m. by Committee Chair Chuck Lillis. Roll call was taken and a quorum verified.

**Athletic Contract Authorization (Football).** Angela Wilhelms, University Secretary, provided a brief recap of the president’s authority to execute an agreement of this size without board approval and the board’s pattern of practice to ratify such agreements to verify support. Chair Lillis noted that the president made his decision to authorize the agreement only after consultation with specific trustees. Rob Mullens, director of intercollegiate athletics, walked trustees through employment terms for Mario Cristobal as head coach of the intercollegiate football team. He covered key economic terms as described in the resolution summary and exhibit. Mullens added that this agreement places Cristobal at 47<sup>th</sup> in the nation and ninth in the PAC-12 for compensation (public universities). Trustee Ginevra Ralph asked Mullens for an explanation of the “Nike Elite Allowance” included in the Memorandum of Understanding, which Mullens indicated is a product allotment provided to head coaches and clarified that it is not a cash payment of any sort. Trustee Allyn Ford asked whether there is any movement toward more performance-based compensation as opposed to guaranteed compensation. Mullens noted that the national trend is actually the opposite direction (more toward guaranteed payments) and that this agreement with Cristobal leans more toward performance and incentive payments than most.

*Action: The resolution was moved by Ralph and seconded by Bragdon. It passed by a vote of 4-0.*

**Adjournment.** The meeting was adjourned at 11:40 a.m.