

Board of Trustees of the University of Oregon

Resolution: Presidential Employment Agreement and Annual Performance Bonus

Whereas, Michael H. Schill continues to lead the University effectively and with distinction;

Whereas, following Schill's annual evaluation relative to his objectives for fiscal year 2018-2019 (FY19) (see Exhibit C), the Board finds that Schill accomplished or made substantial progress toward said objectives;

Whereas Schill has made particular progress in advancing goals of student success, implementation of the Phil and Penny Knight Campus for Accelerating Scientific Impact, partnerships with OHSU, fundraising, and work relating to data science, bioengineering, and legislative advocacy;

Whereas Section 5.0 of Schill's employment agreement (Exhibit B) allows for an annual performance bonus, with a target of \$100,000, if "in the judgment of the Board, [Schill has] substantially met the performance goals set forth by Board leadership for the given year;"

Whereas, given the positive evaluation noted above, the Board wishes to remunerate Schill for his excellent work during FY19 pursuant to Section 5.0 with a \$100,000 annual bonus;

Further, whereas a modification to Schill's current employment agreement pertaining to his work as faculty at the UO following service as president is prudent and a responsible step in planning for future options;

Whereas such a modification is not an indication of any imminent plans made by the Board or Schill, but is proactive long-term planning to ensure that terms of any such employment are known and agreed upon in advance;

Whereas, Schill's existing employment agreement stipulated certain key terms of faculty employment post-presidency, such as compensation, but did not contain details of expectations for work assignments or decision-making; and,

Whereas, the Board wishes to clarify further details of such possible employment.

NOW THEREFORE, the Board of Trustees of the University of Oregon hereby:

1. Authorizes a one-time performance bonus of \$100,000 to Schill for outstanding work performed during the 2018-2019 fiscal year; and,
2. Authorizes an addendum to Schill's employment agreement attached hereto as Exhibit A.

Vote recorded on following page.

Moved: Ross Kari Seconded: Allyn Ford

VOTE: Voice Vote Recorded – Ayes carried (no dissention).

DATE: December 10, 2019

Recorded by the University Secretary: *Am*