

## Frequently Asked Questions – University of Oregon Presidential Search

### **Who will be the University of Oregon’s 18<sup>th</sup> president?**

On April 14, 2015, the Board of Trustees of the University of Oregon appointed Michael “Mike” Schill as the UO’s 18<sup>th</sup> president. He is currently the dean and Harry N. Wyatt Professor of Law at the University of Chicago Law School. Prior to joining the University of Chicago in 2010, Schill served as dean of the University of California, Los Angeles School of Law from 2004 to 2009. His other faculty appointments include tenured positions as professor of law and urban planning at New York University and professor of law and real estate at the University of Pennsylvania. You can read more about Schill [here](#).

### **Why was he selected?**

The board believes that Mike Schill is the right leader for the institution at this pivotal point in history. He is a dynamic leader who understands the importance of moving the UO forward as it relates to academic excellence and access for students. Schill has an impressive scholarly record, a passion for public higher education and a reputation for getting things done in collaborative and effective ways. Schill will be a tremendous advocate for the UO when it comes to recruiting faculty and students, fundraising, state and federal affairs, and our national and international partnerships. He understands complex organizations, has an open approach to communications and will focus on the UO’s top needs and priorities. You can read board Chairman Chuck Lillis’s statement about Michael Schill [here](#).

### **When will he start?**

Schill will start on July 1, 2015.

### **Will he have an academic portfolio at the UO?**

Yes. The board was very excited that Mike expressed an interest in continuing his academic research and scholarship. His academic home will be the School of Law. UO students and faculty, and the community at large, will benefit from his direct engagement as a tenured member of the faculty. As part of his contract with the university, Schill will receive an annual stipend of \$25,000 to use for academic research at the UO School of Law.

### **What will he be paid?**

The board negotiated a five-year contract with the new president that includes a salary of \$660,000. In addition, the president will receive standard employee benefits, a vehicle stipend (in lieu of mileage) and a retention package at the discretion of the board.

### **Where will the president live?**

Upon arriving in Eugene, Mike will move into McMorran House, the traditional residence for the UO president.

### **What traits did the search committee and the board look for in selecting Mike Schill?**

Trustees were looking for someone who can move the university forward at this extremely pivotal time. They wanted to hire someone with passion, creativity, intellect, charisma, the ability to unite and a track record of making tough decisions. They believed that Mike has the whole package and will bring a host of skills and experiences to the UO.

The board wanted to ensure a lot of discussion took place on campus and among various constituent groups about what a new president should bring to the UO, both in skills and experiences. Public forums

were held in the fall, an online survey was conducted and committee members did a lot of listening. All of that information was put into a [“position profile”](#) written and approved by the [search committee](#) and the [search advisory group](#). That profile outlines the traits and characteristics used by individuals in evaluating the entire candidate pool.

### **Did this search take longer than normal? Was it faster than normal?**

There really is no “normal” in presidential searches. The entire process — from forming the process and search committee to appointing a president — took just over eight months, which is on the longer side. That’s largely because of the work done to identify what the UO wanted and needed before any candidate outreach was complete. The Board of Trustees said early on that it would not rush the process, and it remained focused on finding the right person, not just finding someone by a particular date.

### **How was the candidate pool built?**

The search committee, with the help of a search firm, reached out to more than 450 individuals to see if they were interested themselves or if they had recommendations. Nominations were also solicited from campus, through professional organizations and by placing advertisements in prominent education, business and news publications. Every person nominated was contacted personally. In addition, a lot of work was done to recruit female candidates and candidates from traditionally underrepresented minority groups.

### **How many candidates were interviewed?**

The search committee reviewed every individual who entered the candidate pool and ultimately selected 10 people to interview as a committee. The search committee made unranked recommendations, and trustees then meet with all four candidates recommended by the committee.

### **Does the governor need to approve the new president?**

Under Oregon law, the board is required to consult with the governor on the hiring of a new president, but the actual decision rests with the UO Board of Trustees. Board Chair Chuck Lillis spoke with the governor on Tuesday morning about Mike Schill. She indicated enthusiasm for the selection and wished Mike and the UO the best of luck.

### **What happens to interim President Coltrane?**

The university is extraordinarily grateful for the work of Scott Coltrane during this period of transition, and he will stay in his interim role until the new president starts July 1. At that time, Coltrane will return to his position as senior vice president and provost.

### **How will the transition work?**

Mike Schill’s transition into the presidency is extremely important. The board and the new president instructed staff to begin outlining a robust transition plan that engages the entire campus community. If you have specific questions about the transition, please email [prestransition@uoregon.edu](mailto:prestransition@uoregon.edu).

A team of people will build a calendar that includes key events, meetings, outreach opportunities and informational briefings. Mike has directed the team to include meetings with campus leadership — ranging from vice presidents to ASUO leaders and from University Senate and Senate committee leaders to employee group presidents — as soon as possible. He is also interested in setting up regular meetings with various faculty members to learn about the tremendous scholarship taking place across campus. A group of people will work diligently to get this organized in a timely, thoughtful and comprehensive

manner. Please send ideas or requests to the email address above, and thank you in advance for your patience in Mike's transitions into this big and important job.

**How do I send the incoming president a note?**

Please email any correspondence to incoming president Schill to the [prestransition@uoregon.edu](mailto:prestransition@uoregon.edu) email account. Recognizing that everyone is excited for this new phase of leadership, the board asks that we all respect Mike's transition from his current position and the time that will take. It is without doubt he will hit the ground running on July 1; we ask that your correspondence go to this email account so that staff at the UO can help the new president manage his time and responsibilities until then.

**Why weren't any on-campus interviews or meetings held for candidates?**

The search committee agreed that this process needed to be completely confidential in order to attract the best possible candidates. The committee, and the board, wanted to respect the professional work all candidates are engaged in and provide a confidential way for them to explore the UO without jeopardizing current endeavors, projects or roles. A confidential search provided candidates greater opportunity to candidly explore the University of Oregon and helped the UO recruit from the broadest pool of talented academic leaders, many of whom hold key positions at other universities.

**How much did the search cost?**

All costs associated with the search will be totaled and made public here as soon as possible. The search firm fee was \$175,000, but there were also costs associated with advertising, research and candidate travel, some of which are still being tallied.

**Why were interviews with search committee members and trustees held in Portland?**

Candidates are required to travel to Oregon for the interview process, and Portland is simply more convenient and offers more flight options to build an efficient and accommodating schedule for them.