



Notice of APPOINTMENT and CONTRACT #97539

Appointment Type: OFFICER OF ADMINISTRATION, Athl Coaches, Notice of Non-reappoint not Required  
To: Mr. Vincent J Lananna  
Mailing Address: Casanova Center University of Oregon

The appointment is for the period beginning 01-SEP-11 and ending 31-AUG-21

Rank: No Rank  
Title: Associate Athletic Director  
Department: Athletics  
College / Unit: Athletics  
Base Rate: \$289,855.00  
Annual Basis: 12 Months  
Overtime Eligibility: No

Effective 01-SEP-11 your appointment will be for 69% with a monthly salary of \$16,666.66\*

University shall continue to contribute \$234,105 per contract year to a deferred compensation program selected by University in its sole discretion. Such contributions are not part of Lananna's base salary.

Vin Lananna will receive the use of a courtesy car as part of his employment, so long as dealers provide sufficient number of cars to Athletic Department. If courtesy cars are unavailable, then Vin Lananna will receive a \$400 monthly stipend.

Vin Lananna will receive a Eugene Downtown Athletic Club membership for fundraising purposes as part of his employment.

Vin Lananna will receive a Eugene Country Club social membership for fundraising purposes as part of his employment.

Addendum to Notice of Appointment and Contract-Coach attached hereto and by this reference made a part hereof.

Vin Lananna will receive golf privileges at River Ridge Golf Course for fundraising purposes as part of his employment. Privileges will include greens fees, driving range and golf cart rental.

Eligible to receive a Nike Elite allowance at the discretion of the Athletic Director.

Special Conditions: You will adhere to all bylaws, rules, and regulations of the Pacific-12 Conference (Pac-12) and the National Collegiate Athletic Association (NCAA), as well as the Athletic Department's Code of Ethics and State Board of Higher Education Internal Management Directive Section 8, as assumed by the University of Oregon on July 1, 2014. Any violation of NCAA or Pac-12 bylaws, rules, or regulations may subject you to disciplinary or corrective action. You must obtain the prior written permission of the Director of Athletics before you may enter into an agreement for outside income or in-kind or financial benefits. Additional terms of your appointment are described in the Addendum to Notice of Appointment and Contract ("the Addendum") found at <http://ups.uoregon.edu/content/information-athletics-personnel>

\*For partial months there may be small differences in actual amount paid since the calculation is prorated by dividing that month's number of


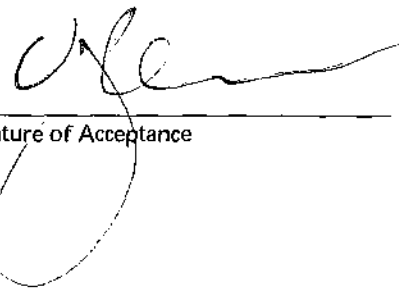


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working days as specified in the contract period by the total number of working days in that month.

Employment with the University of Oregon is subject to the policies, standards and directives of the University of Oregon and to the lawfully adopted rules and policies of the State Board of Higher Education pertaining to the University until lawfully superseded or repealed by the standards or policies of the University. References in rules or policies of the State Board of Higher Education to the state board or an officer or employee of the state board are considered to be references to the Board of Trustees of the University of Oregon or an officer or employee of the University. Note particularly that provisions on advance notice of non-reappointment apply pursuant to University of Oregon Policy Statement 03.05.06. You are obligated to disclose to the Office of Innovation Partnership Services inventions conceived and materials developed with institutional resources or related to your University work. You hereby assign to the University all right, title, and interest in such inventions and materials.

This appointment will expire on the last day of the appointment period, and no notice is required.

	10-NOV-15		12-1-15
Director, Intercollegiate Athletics	Date	Signature of Acceptance	Date

**Hiring Title:** Associate Athletic Director / Director of Men's and Women's Track / Cross Country

**Working Title:** Associate Director of Athletics for Olympic Development and Promotions And Director of Track & Field / Cross Country

The working title will appear on business cards, media guide, press releases and all publications from the Athletic Department. The official University of Oregon hiring paperwork will use the hiring title. However, the position title will be changed administratively to the working title in short order.

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This position (hereafter, "ASSOCIATE DIRECTOR") reports to the Director of Athletics in all aspects of administering, marketing, coaching, and recruiting for a combined men's and women's track and field / cross country program (hereafter, "PROGRAM"). The ASSOCIATE DIRECTOR is directly responsible for all aspects of the PROGRAM within the guidelines and policies established by the NCAA, Pac-10, and the University of Oregon.

The ASSOCIATE DIRECTOR possesses the autonomy for hiring and retaining staff and all decision-making that affects the PROGRAM. The ASSOCIATE DIRECTOR is an active member of the administrative staff of the Director of Athletics. The ASSOCIATE DIRECTOR will participate in a variety of high-level department administrative meetings involved in developing and implementing the department's goals and policies. This inclusion would facilitate an eventual transition away from coaching into more of an administrative role in the future if so desired.

#### **Primary Areas of Responsibility for the ASSOCIATE DIRECTOR**

1. Provide the leadership, vision, and management necessary to build a successful PROGRAM at the Pac-10, NCAA, and USA national levels.
2. Oversee the administration of the University of Oregon's PROGRAM, which will include developing and executing comprehensive plans to:
  - A. Revitalize the sport of track and field in the Eugene community, and, ultimately, the United States.
  - B. Attract major national and international events to the University of Oregon.
  - C. Oversee a renovation and expansion of the track and field facilities at the University of Oregon.
  - D. Hire, mentor, supervise, and evaluate a coaching, administrative, and athletic support staff that facilitates the vision for the PROGRAM.
  - E. Market and promote a PROGRAM that connects the greater community, the athletics department, and the University of Oregon.
  - F. Foster a vibrant Olympic development program in Eugene.
  - G. Assist the Director of Athletics in implementing a comprehensive plan for a successful athletics department as a member of the administrative staff of the Director of Athletics.

#### **Staffing**

The ASSOCIATE DIRECTOR will have the authority to make all final hiring decisions for the PROGRAM's coaches and staff and to oversee all individuals who directly impact the conduct of the PROGRAM. The ASSOCIATE DIRECTOR will conduct a courtesy interview with members of the current track staff to determine whether they fit the needs of the program. All guidelines from the University, Pac-10 Conference, NCAA and State of Oregon will be followed for procedural matters under the guidance of the department's Personnel Director. Positions and some specific areas of responsibility for those individuals are outlined below. Compensation packages will be established at the level necessary to attract and retain the most talented coaching and administrative staff in the country and will contain incentive clauses as necessary to motivate and retain the staff.

**Events**

The ASSOCIATE DIRECTOR will have the autonomy to bid on any NCAA, USA Track & Field, or IAAF event necessary for the fulfillment of the vision for the PROGRAM. A successful bid for the 2008 United States Olympic Track and Field Trials is a significant foundation for the PROGRAM's future. The IAAF World Indoor Track and Field Championships is also an important event for the PROGRAM.

**Facilities**

In order to attract these and other important events, renovations to Hayward Field must occur in the near future. The Director of Athletics supports the commission of a master plan for Hayward Field to determine the priority of projects. If it is determined that chief among those renovations is the installation of stadium lighting and a video scoreboard, the Director of Athletics will ask the department's major gifts fund-raisers to move as quickly as possible to obtain the necessary funding. Expansion of the track and field facilities is also important, including the construction of an indoor facility capable of hosting the NCAA, USA, and IAAF World Indoor Championships.

**Community Building**

The ASSOCIATE DIRECTOR will have the autonomy to market and promote the PROGRAM within the University, Eugene, Oregon, United States, and international communities as appropriate. The ASSOCIATE DIRECTOR will serve as an ambassador for the PROGRAM at appropriate functions and will receive the support of the athletic department's marketing staff as appropriate, including support for print publications, and radio and television broadcasts. The ASSOCIATE DIRECTOR will have the autonomy to negotiate corporate sponsorships, raise funds, and interact with alumni as appropriate.

**Olympic Development of Track and Field**

The University of Oregon is uniquely positioned to help establish the track and field "capital" in the United States where great athletes reside, compete, and promote the sport of track and field as drug-free role models. The ASSOCIATE DIRECTOR will have the autonomy to provide the leadership and vision necessary to work cooperatively with corporate sponsors, USA Track & Field, the IAAF, and the United States Olympic Committee as appropriate to fulfill that unparalleled potential.

**REPORT OF  
OUTSIDE ATHLETICALLY RELATED INCOME**

**Each University of Oregon Athletics department staff member (excluding hourly personnel) must complete this form and return it to Mark Ruckwardt.**

Vincent Lananna  
Staff Member

2013-14  
Year

**PART I**

Pursuant to NCAA Bylaw 11, all athletics department staff members (excluding clerical personnel) must provide an accounting of the following to the institution's chief executive officer:

1. All athletically related income and benefits from sources outside the institution (Bylaw 11.2.2).
2. Use directly or by implication of the institution's name or logo in the endorsement of commercial products or services for personal gain.
3. Acceptance of outside compensation or gratuities from athletic shoe, apparel or equipment manufacturers in exchange for use of such merchandise during practice or competition.

NCAA Bylaw 11 requires that the staff member's reporting of any of the above be in writing and shall include the amount and source of the income.

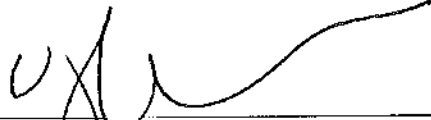
Check here if **NO** outside income was earned in the immediately preceding year and sign Parts I & II.

Check here if you are reporting athletically related income as outlined in 1, 2, and 3 above, complete the following form and sign Parts I & II.

## ATHLETICALLY RELATED INCOME

<u>Type of Outside Income</u>	<u>Source</u>	<u>Amount</u>	
1. Speaking engagements (* Please provide specific details in Part II)	_____	_____	
2. Bona Fide Outside Employment (performing athletically related income for outside persons, groups or companies)	T TOWN USA <del>T TOWN USA</del>	33% <del>200</del> 6,000	N/A
3. Endorsement or consultation contracts			
a. Equipment Manufacturers (DeMarini, Worth, STX)	(a) NIKE	30K	
b. Apparel (Not Nike Elite)	(b) <del>NIKE</del>	<del>5K</del>	N/A
4. Television appearances or commercials	_____	_____	
5. Radio appearances or commercials	_____	_____	
6. Income from corporations in exchange for charitable work	_____	_____	
7. Annuities	_____	_____	
8. Non – UO Sports camps (operation or participation )	_____	_____	
9. Housing benefits (including preferential housing arrangements)	_____	_____	
10. Other (please specify; i.e. gifts received from booster clubs, fans, etc.)	_____	_____	
_____			
_____			
_____			

I hereby certify that through this report, I am in compliance with all NCAA, PAC-12 and University of Oregon regulations governing outside income as listed above. I also understand that approval of all athletically related income and benefits shall be consistent with the University of Oregon's policy related to outside income and benefits applicable to all full-time and part-time employees. (NCAA Bylaw 11.2.2)



\_\_\_\_\_  
Staff Member's Signature

10-14-14

\_\_\_\_\_  
Date



\_\_\_\_\_  
Athletics Director's Recommendation

10/23/14

\_\_\_\_\_  
Date





**PART III**

**CHIEF EXECUTIVE OFFICE APPROVAL**

This staff member's prior year report has been received pursuant to NCAA Bylaw 11.2.2.



\_\_\_\_\_  
Scott Coltrane, Interim President

12/18/14

\_\_\_\_\_  
Date

**TWO-YEAR INCOME PROJECTION: JULY 1, 2014, THROUGH JUNE 30, 2016  
REQUEST FOR PRESIDENTIAL WAIVER TO EARN JOB-RELATED  
OUTSIDE INCOME FOR ATHLETIC DEPARTMENT EMPLOYEES**

Consistent with the spirit and intent of the Oregon State Board of Higher Education Code of Ethics for Intercollegiate Athletics, I hereby declare that any activity or arrangement outside of my duties and responsibilities at the University of Oregon shall not substantially interfere with my responsibilities to the University and its intercollegiate athletic program and shall not put me in a position of conflict of financial interest, as detailed in said Code of Ethics. The specific income-or-benefit-producing activities and arrangements which I expect to be involved with during the period of July 1, 2014, through June 30, 2016, are listed below, along with the name and address of each entity which is to be my employer or to whom or with whom I shall be under contract.

Employee Name: Vincent Lananna

Be sure to list non-UO camp income, endorsements and any other outside income or benefits you expect to receive during the 2014-15 and 2015-16 academic years.

Source (including name and address)	Service Provided	Dates	Amount per year
TRACITOWN	USA PRESIDENTS		33
	PRESIDENT		33

*2014-15*  
*2015-16*


(Attach additional page(s) if necessary)

Employee Signature  Date 10/14/14

Pursuant to your representations in the disclosure statement above, approval is hereby given for you to earn outside income from the activities specified in said disclosure from the present time through a two-year period. It is understood that if, as and when you desire to become involved in additional income-producing activities or arrangements during the period above specified, you will seek specific approval by means of a supplemental disclosure request.

Reviewed/Recommend Approval:

 10/22/14  
Athletic Director Date

 12/18/14  
President, University of Oregon Date