

June 10, 2019

Dr. Patrick C. Phillips  
Professor of Biology

Dear Patrick,

It is with great pleasure that I extend to you an official offer to serve as the Provost and Senior Vice President for the University of Oregon. Our leadership teams and members of the search committee join me in expressing our enthusiasm for your vision and potential for leadership in the university's pursuit of excellence.

This position reports directly to the president. As the institution's chief academic officer, the provost's portfolio includes all of the schools and colleges, academic affairs, and various academic administrative units. One of your key responsibilities as provost will be to serve on Senior Staff. This is the central senior leadership group that reports to the president, and members are asked to participate as university-wide leaders, taking on the perspective of the institution as a whole.

While acting as the provost, your OA appointment will be primary and your faculty appointment will be secondary. (Please see: <https://hr.uoregon.edu/employee-labor-relations/employee-groups-cbas/officers-administration/oa-employment-policies> for a more robust description of concurrent appointments and the OA employment procedures.) That means that in addition to the benefits described in your offer letter, you are entitled and subject to the benefits and expectations set forth in the OA employment policies and procedures and those general policies that apply to all employees. Although your OA appointment is primary, you will continue to hold the rank of professor of Biology with tenure in the College of Arts and Sciences (an academic nine-month position), consistent with the university's policies on indefinite tenure and shall maintain rights to return to that position at any time, consistent with those policies. If you return to the faculty, your salary base as a regular faculty member would be set, for the initial 3 years, at \$280,000.

We hope you will begin your formal duties on July 1, 2019. Your base salary for the 12-month provost appointment (1.0 FTE) will be \$425,000 and will start when you begin the position. The base salary may be periodically augmented as funds for general salary increases are available to the university, and you will be eligible for salary increases effective January 1, 2020. We will provide you with an annual incentive payment of up to \$50,000 based upon a set of goals that we will agree to at the beginning of each fiscal year. We will set those goals within the first 90 days of your appointment and the first evaluation of your entitlement to this annual incentive payment shall be June 30, 2020.

**Office of the President**  
1226 University of Oregon, Eugene, OR 97403-1226  
541-346-3036 [uoregon.edu](http://uoregon.edu)

My office will work with Sponsored Projects Services to align the salary of your administrative position with the responsibilities of your sponsored research awards. To support your research and professional development, we will provide support for the salary for your senior research associate. We will further help identify and cover costs associated with appropriate leadership development in higher education.

In order to jumpstart important work of the Office of the Provost, I will provide up to \$1 million in one-time funding to seed initiatives designed to strategically increase the impact of Humanities at the University of Oregon.

You will receive an annual performance review initiated in spring of each year, comparable to annual reviews for all senior administrative personnel and a comprehensive review after your fifth year, initiated by the President, which will include input that is broadly solicited from faculty, staff, trustees, senior leadership, and others. During your fifth review, we will also reevaluate the annual incentive process described above.

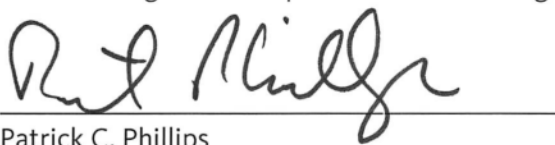
Patrick, this offer comes with great enthusiasm and the sincere hope that you will accept and join our leadership team at the University of Oregon. I see outstanding potential in partnering with you to achieve an unprecedented level of academic and research excellence at this great public institution. If there are other details to settle, please bring them to my attention immediately. Your signature and return of this letter will finalize this offer. I look forward to receiving your agreement.

Sincerely,



Michael H. Schill  
President and Professor of Law

I acknowledge and accept the terms of the agreement outlined above:



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Patrick C. Phillips

6/12/19

Date

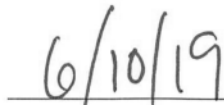
Events Addendum to Contract  
University of Oregon

June 10, 2019

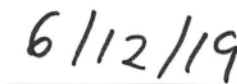
The obligations of your position require you to attend many events, activities, and functions. While your spouse or domestic partner and family members are not required to attend these events, the Board requests that you use your best efforts to encourage (subject to other family priorities and conflicting commitments) your spouse or domestic partner to accompany you to events, banquets, occasions or gatherings, whether locally or out-of-town, at which: invited or participating parties would predominantly be couples; social intercourse will be a salient feature of your appearance, attendance or participation; your official presence is expected; and the University of Oregon is likely to benefit (financially, programmatically, politically, in recruitment, etc.) from your presence.

In return, when your spouse or domestic partner joins you for any such appearances, the costs for your spouse's or domestic partner's travel, accommodation, meals and any entrance or admission fees, may be reimbursed from current unrestricted funds from sources other than those appropriated by the Oregon Legislature. However, the use of such funds must be consistent with the purpose for which the funds were provided. Also, should such an event occur at a time or place such that dependent children living at home on the relevant dates could not be left behind because of reasonable family needs (e.g., being together over a major holiday, child care, health monitoring), you may be reimbursed for their travel, accommodation and meals from the same types of sources as may be used for your spouse's or domestic partner's expenses.

  
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President, University of Oregon

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Patrick C. Phillips

  
\_\_\_\_\_  
Date