



April 3, 2024 (updated)

Christopher Long  


Dear Chris,

It is my pleasure to offer you the position of Provost and Senior Vice President at the University of Oregon. The terms of this appointment are listed below. I am confident that you will bring thoughtful leadership and a strategic approach to the role, and I look forward to our partnership.

- Anticipated start date: June 1, 2024, is preferred; no later than July 1, 2024.
- Base salary: This is a 1.0 FTE position as an Office of Administration with an annual salary of \$540,000. You will be eligible for annual merit increases beginning July 1, 2025, as funds for general salary increases are available to the university.
- Faculty appointment: You will hold the rank of Professor with indefinite tenure with a faculty appointment in the Department of Philosophy in the College of Arts and Sciences (CAS). The formal granting of tenure is made after a thorough review of a candidate's qualifications by our elected faculty personnel committee. Upon your formal commitment to UO, we will begin assembly of materials for that review. It will be necessary to request some additional independent letters of recommendation as well as any teaching materials and evaluations that might be available to you from your previous institutions. We anticipate your tenure will be awarded for an academic nine-month position by August 1, 2024, or earlier if possible. Should you relinquish your appointment as provost, you have the option of returning to your faculty position at an annual nine-month base salary of \$180,000. Although you will be on leave from your faculty position while serving as provost, this salary will be augmented as standard increases to faculty salaries are applied. In addition, when you return to faculty, you will be provided with a multi-year named professorship which will include at least \$20,000 for your research and scholarly work.
- Research start-up: To support your ability to maintain an active research program, you will be provided with \$130,000 per year for your first four years while you serve as provost. Remaining funds may be carried forward, year over year, until the point that you return to your faculty position after the post-appointment administrative leave period outlined below.
- Post appointment leave: If and when you step down as provost and after a minimum term of five years, you will be entitled to a one-year administrative leave at your return-to-faculty salary. The purpose of this leave is to provide time to transition to regular tenured faculty responsibilities.
- Foundation allocation: The provost's office receives an annual allocation from the president's foundation funds to be used for costs associated with the provost's office and its sub-units for hosting guests (including costs for alcohol or gifts not appropriate to state funds), travel, etc. You may spend



up to \$10,000 per year from this fund on your own professional development and research-related activities.

- **Benefits:** The university provides a generous benefit package, including health, dental, vision, staff-tuition, and retirement plans, which are described on the Human Resources website: <https://hr.uoregon.edu/benefits>. If you have specific questions, we can put you in touch with the benefits office.
- **Relocation expenses:** Subject to UO’s policies and procedures regarding reimbursable moving/relocation expenses, we will also make available up to \$50,000 for eligible moving expenses. The procedures for claiming moving/relocation expense reimbursements can be found on the UO Business Office Moving / Relocation Expense page: <https://ba.uoregon.edu/content/movingrelocation-expenses>. Please note that reimbursements for moving expenses paid to you through university payroll will be subject to federal and state taxes. Accordingly, I encourage you to speak with your own tax advisor before making your moving arrangements. Please also consult your unit for information regarding movers who work with the university and with whom the university has direct billing arrangements. If you voluntarily terminate employment at UO within one (1) year of your official hire date, all amounts paid for your moving/relocation shall be reimbursed by you to the UO unless an alternative arrangement is made in writing.

I can’t tell you how excited we are to have you join the university. We have the opportunity to do wonderful things for our students, our university, and our world.

To accept the terms of this appointment, please sign below and return to Kassy Fisher, my chief of staff. We will then work with you regarding the timing of an announcement so we can coordinate between UO and your current institution.

Sincerely,

Karl Scholz  
President

I accept the terms and conditions outlined above.	
	_____
Christopher Long	Date