



Oregon State
University

The Board of Trustees of Oregon State University

Meeting of the Board of Trustees

November 13, 2019

Lotus Conference Room

Oregon Garden Resort

895 W. Main St.

Silverton, Oregon

MINUTES

Trustees Present: Mike Bailey, Julia Brim-Edwards, Rani Borkar (*chair*), Darry Callahan, Michele Longo Eder, Khawater Hussein, Paul Kelly, Julie Manning, Preston Pulliams, Kirk Schueler (*vice chair*), Stephanie Smith, and Mike Thorne

University Staff Present: Jennifer Almquist, Steve Clark, Debbie Colbert, Becca Gose, and Lauren Skousen

Guests: Bennett Hall (*special projects editor, Corvallis Gazette-Times*), Zach Smith (*managing partner, board of directors, WittKieffer Executive Search*), Suzanne Teer (*principal, education practice, WittKieffer Executive Search*)

1. Call to Order/Roll/Declaration of a Quorum

Board Chair Rani Borkar called the meeting to order at 5:45 p.m., asked the board secretary to call the roll, and noted a quorum.

2. Action Item

a. Delegation to the Board Chair Negotiation of Presidential Employment Agreement

Borkar opened by noting that in the Board's recently concluded executive session, trustees ranked the presidential candidates. She said the next step would be to negotiate an employment agreement with one of those candidates and to consult with the governor or her delegate. Borkar added that the appointment of the president and an employment agreement would be brought back to the Board for consideration, as outlined in the presidential search and selection guidelines. Borkar then shared a framework and overarching principles, informed by input from staff and outside counsel, which she would use to guide negotiation efforts on the Board's behalf. She asked Board Secretary Debbie Colbert to summarize the data collected in partnership with the Office of Human Resources. Colbert described efforts by the Board Office and the Office of Human Resources staff to collect and analyze current contracts from national and aspirational comparator institutions, including land grant, research intensive, and Pac-12 universities. She said the analysis informed consideration of different contract terms, and she noted that the university also had access to national compensation data, which could be used for comparison of total compensation.

Next, Borkar spoke about each principle and solicited input from trustees. Borkar then moved to a discussion of the framework, noting that she proposed to use the existing presidential agreement as a starting point for drafting the next

contract. Trustees discussed and expressed their support for the proposed framework. Following discussion, a motion was made and seconded to delegate to the Board chair negotiation with the ranked candidates and consultation with the governor. The motion carried.

3. Other Business

4. Adjournment

With no further business proposed, Chair Borkar adjourned the meeting at 6:15 p.m.

Respectfully submitted,



Jennifer M. Almquist
Assistant Board Secretary