

# UConn

UNIVERSITY OF CONNECTICUT

*Board of*



# TRUSTEES

VOL. 192 FEBRUARY 5, 2019

**SPECIAL MEETING  
UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES**

**AGENDA**

University of Connecticut  
Wilbur Cross Building  
North Reading Room  
233 Glenbrook Road  
Storrs, Connecticut

February 5, 2019

Call to order at 10:00 a.m.

1. Public Participation (limited to agenda item)
2. Appointment of University President
3. Adjournment

*Please Note: If you are an individual with a disability and require accommodations, please call the Board of Trustees Office at (860) 486-2333 prior to the meeting.*

February 5, 2019

TO: Members of the Board of Trustees

FROM: Thomas E. Kruger, Chairman 

RE: Appointment of University President

RECOMMENDATION:

That the Board of Trustees appoint Dr. Thomas C. Katsouleas as President of the University of Connecticut effective August 1, 2019.

BACKGROUND:

President Susan Herbst was appointed by the Board of Trustees as the University of Connecticut's 15th President on December 20, 2010 to begin her term in July 2011. Last summer, President Herbst announced that she would step down as President on June 30, 2019.

In accordance with the *By-Laws of the University of Connecticut*, the Board of Trustees appointed an Advisory Search Committee for President that included individuals representing various constituent groups and University stakeholders. The Board also designated a small steering committee from this group. The Steering Committee conducted an exhaustive national search over several months and considered both traditional and non-traditional candidates in an effort to attract a strong, diverse pool. From this group, the Search Committee has recommended to the Board of Trustees the appointment of Dr. Thomas C. Katsouleas, most recently Executive Vice President and Provost of the University of Virginia, as the University of Connecticut's 16th president.

Be it resolved, the Board of Trustees appoint Dr. Thomas C. Katsouleas as the University of Connecticut's 16th President effective August 1, 2019, and that the Board of Trustees authorizes and directs the Chairman of the Board to negotiate an employment agreement between the University and Dr. Katsouleas on terms substantially consistent with the terms of employment reflected in the attached term sheet.

**University of Connecticut  
Principal Terms of Employment Agreement**

1	Employment start date	8/01/19
2	Term of contract	5 years
3	12-month managerial position	Yes
4	Tenure on hire	Yes
5	Overall cap on annual cash compensation	\$675,000 + car allowance + housing arrangements
6	Base compensation	\$525,000
7	Automatic annual increase in base compensation	3% per annum
8	Annual performance-based incentive opportunity, based on achievement of agreed annual goals	\$50,000
9	Annual deferred compensation credited at end of each contract year	\$75,000
10	Deferred payment payable at end of 5-year term	\$125,000
11	Housing will be provided at Oak Hill	Yes
12	Access to Scarborough house	Yes
13	Reasonable moving expenses	Yes
14	Car allowance (including repairs, insurance and maintenance) or monthly car allowance	\$1,250 per month
15	Reimbursement of expenses incurred in connection with University business	Yes
16	Athletic tickets and boxes	Yes
17	Health insurance, vacation, personal leave, sick time, retirement and other benefits per University policies	Yes
18	If terminated without cause, may elect to assume tenured position OR receive payment of one year's base salary	Yes

19	Post-presidential benefits after five years or more of service as President:  a. Right to continue in tenured faculty position.  b. Office space and secretarial support  c. Pay at highest rate of any nine-month faculty member at the University, excluding UConn Health faculty  d. Pay subject to collective bargaining increases  e. One-year sabbatical leave at presidential base pay, plus two-thirds of annual deferred compensation	Yes
20	Outside activities (such as board memberships) will require board of trustee consent	Yes

I hereby indicate my acceptance of the materials terms of the University of Connecticut's offer of employment reflected herein, which terms will be incorporated into a formal employment contract with the University.

Accepted: \_\_\_\_\_  
 Thomas C. Katsouleas

\_\_\_\_\_ Date