



Public Meeting Notice

July 25, 2025

TO: Board of Trustees of Southern Oregon University

FROM: Sabrina Prud'homme, University Board Secretary

RE: Notice of Special Meeting of the Board of Trustees

The Board of Trustees of Southern Oregon University will hold a special meeting on the date and at the location set forth below. Please note that this meeting will be conducted via electronic means, online only.

The governing board will act on a proposed amendment to the compensation of the university president. There are no other business items on the agenda for this meeting.

The meeting will occur as follows:

Wednesday, July 30, 2025

3:30 p.m. to 4:00 p.m. (or until business concludes)

Visit governance.sou.edu for the meeting materials.

To view the proceedings, visit <https://sou.zoom.us/j/87595793178> at the time of the meeting.

If special ADA accommodations are required, please contact Holly Frazier at (541) 552-8055 or trustees@sou.edu at least 48 hours in advance.



**Board of Trustees
Special Meeting
July 30, 2025**





Board of Trustees

Wednesday, July 30, 2025

3:30 – 4:00 p.m. (or until business concludes)

Zoom: <https://sou.zoom.us/j/87595793178>

- Meeting to be conducted via webinar only -

AGENDA

Please note: Times are approximate and items may be taken out of order.

- | | | | |
|-----------|----------|---|---|
| 3:30 p.m. | 1 | Call to Order/Roll/Declaration of a Quorum | Chair Sheila Clough |
| | 1.1 | Welcome and Opening Remarks | |
| | 1.2 | Roll Call and Declaration of a Quorum | Sabrina Prud'homme, SOU,
Board Secretary |
| | 1.3 | Agenda Review | Chair Sheila Clough |
| 3:35 | 2 | Action, Information, and Discussion Items | |
| | 2.1 | Amendment to the Compensation of the
University President (Action) | Chair Sheila Clough,
President Rick Bailey |
| 4:00 p.m. | 3 | Adjournment | Chair Sheila Clough |

Summary of Proposed Action Amendment to the Compensation of the University President

The Board of Trustees of Southern Oregon University is responsible for all aspects of the employment of the University President, including setting the compensation of the University President. The Board of Trustees last set compensation for the University President, Dr. Richard J. Bailey, Jr., in January of 2025, when it renewed the president's employment contract, which superseded his then-current contract and employs Dr. Bailey from January 17, 2025, to June 30, 2028. In January 2025, the board set the University President's salary at \$290,000 per annum, for the entirety of the contract period. Insisted upon by Dr. Bailey, this amount is a continuation of the University President's salary level originally established in 2021.

In June of 2025, the Board of Trustees adopted a budget for the combined operations of the university, including Education and General Fund expenditures of \$66,765,811. This budget adoption required the removal of at least \$5 million from the Education and General Fund budget. This action also required the University Administration to, among other activities: 1) Take immediate action to begin to balance the university budget as indicated and address the structural deficiencies; and 2) on or before July 31, 2025, the University Administration was required to provide, for information purposes, a "draft plan of action" to the Board of Trustees and a summary of any actions already underway to meet the budget requirements.

The University President is planning budgetary reductions in the Office of the President, which include, but are not limited to, a \$53,166 reduction in the University President's \$290,000 salary. This reduction represents a 20 percent savings in Dr. Bailey's salary for the remainder of the current fiscal year, or approximately (8) percent of the office's budgeted operations, and approximately .007 percent of the university's budget.

As a result, the Southern Oregon University President, **Dr. Richard J. Bailey, Jr., respectfully requests that the Board of Trustees of Southern Oregon University reduce his salary by 20 percent for the remainder of the 2025-2026 fiscal year.** If granted, this reduction would not be a furlough, nor would it be a reduction in work effort. President Bailey intends to continue devoting best efforts, on a full-time basis, to the work of the presidency of Southern Oregon University.

**Southern Oregon University
Board of Trustees**

Resolution

FY 2025-26 Amendment to the Compensation of the University President

Be it resolved, The Board of Trustees of Southern Oregon University hereby amends the compensation of the University President, Dr. Richard T. Bailey, Jr., as follows:

Salary

At the request of Dr. Richard J. Bailey, Jr., Dr. Bailey's annual base salary of two hundred and ninety thousand dollars (\$290,000.00) for a 1.0 full-time equivalent position, shall be reduced by 20 percent, on an annualized basis.

Duration

This temporary action shall take effect August 1, 2025. This temporary reduction shall remain in place for the remainder of the 2025-2026 fiscal year. Beginning July 1, 2026, the president's full salary of \$290,000 per annum shall be fully restored.

VOTE:

Bailey	Non-Voting
Barry	
Chavez	
Clough	
Fuentes	Non-Voting
Goodrich	
Lee	
Medina	
Santos	
Schepmann	
Shelby	
Thalden	

DATE: July 30, 2025

Recorded by,

Sabrina Prud'homme
University Board Secretary