

FY25 ANNUAL REPORT

Office of the General Counsel

July 1, 2024– June 30, 2025 (Fiscal Year 2025)



OUR MISSION

The Office of the General Counsel is a team of legal professionals dedicated to public service and advancing the university's mission. We are a service unit that empowers campus stakeholders to accomplish their goals, while successfully balancing efficiency, innovation, and risk.

We do this by:

- Promoting a climate of ethical behavior, integrity, and accountability;
- Providing timely, creative, and practical legal advice;
- Increasing awareness of higher education's complex regulatory landscapes through trainings, outreach, and accessibility;
- Representing the university's interests in litigation, administrative proceedings, and business transactions; and
- Facilitating the development and implementation of university initiatives.

OGC AT A GLANCE

30+
PRACTICE AREAS

150
YEARS OF COMBINED
LEGAL EXPERIENCE
AMONG 7 ATTORNEYS

6
CASES IN ACTIVE
LITIGATION IN
FY25



OFFICE OF THE GENERAL COUNSEL YEAR IN REVIEW



Kevin S. Reed

Vice President and
General Counsel

Over the past year, the Office of the General Counsel (OGC) demonstrated exceptional agility and dedication in the face of an evolving and challenging legal environment characterized by a slew of Executive Orders, federal agency directives, and US Supreme Court decisions that significantly impacted higher education. These rapid developments introduced new risks to the university's research funding, international student enrollment, and practices designed to foster diversity and inclusion. My team has been instrumental in guiding the university through these changes. To cite but one example, our advocacy and collaboration with the Oregon Attorney General's office resulted in the restoration of \$6 million in NIH funding, allowing university researchers to continue their important work.

In parallel, OGC resolved numerous agency complaints, successfully navigated multiple labor arbitrations including a landmark student worker strike, and settled eight significant litigation matters, including securing a \$7 million settlement to remedy a construction defect in one of the university's residence halls.

OGC also made strategic progress in protecting the University's intellectual property and financial interests in litigation against an apparel company for unauthorized use of university marks. And our team was instrumental in supporting the Athletics Department with the implementation of the *House* settlement, helping to position the Ducks among the most successful athletic programs in the country.

Internally, OGC underwent a temporary relocation across Franklin Boulevard to accommodate renovations in our Johnson Hall suite. The departures of Kelly Fondren and Jessie Schuh prompted nationwide searches for new talent and resulted in the hiring of Eilish Power as Legal Assistant and Jasmine Narang as Assistant General Counsel, strengthening the office's capacity to serve the university.

As I reflect on the year, I am deeply proud of what we accomplished and grateful for the many opportunities to showcase OGC's value and unwavering commitment to the mission of the university. Together, we confronted unprecedented challenges with resolve and advanced the university's interests on numerous important fronts as detailed in this report.

PRACTICE AREAS COVERED BY THE OFFICE OF THE GENERAL COUNSEL

- Academic Affairs
- Athletics
- Benefits and Retirement Plans
- Civil Rights
- Constitutional Law
- Contracts
- Compliance
- Data Security
- Emergency and Risk Management
- Federal Agencies
- Governance and Policies
- Government Ethics
- Health Care
- Immigration & International Programs
- Intellectual Property
- Labor and Employment
- Library & Museum Administration
- Litigation
- Police & Law Enforcement
- Privacy
- Procurement
- Public Finance
- Public Records & Public Meetings
- Real Estate and Land Use
- Records Retention and Preservation
- Religious Freedom
- Sponsored Research
- Student Conduct
- Subpoenas and Privacy
- Tax
- Telecommunications
- Title IX

SELECT HIGHLIGHTS FROM WORK IN FY25

Promoted a climate of ethical behavior, integrity, and accountability:

- Prepared the institution for the implications of the *House* settlement and new world of student athlete compensation
- Reviewed and advised on draft Acceptable Use, Privacy, and Privacy Notice policies
- Crafted a Data Use Agreement between the University, Foundation, and Alumni Association
- Established more centralized ADA resources on campus
- Improved the religious accommodations process
- Advised on compliance with the new 2024 Stop Hazing Act
- Responded to the Education Department relating to fraternity drugging incidents
- Advised on protest and free speech issues affecting employees
- Supported implementation of the new terms in the GTFF CBA

Represented the university's interests in litigation, administrative proceedings, and business transactions:

- Coordinated UO's evidentiary support for challenges to federal actions seeking to cancel federal grant funding and indirect cost recovery
- Provided support to the Oregon Attorney General in litigation challenging tariffs impacting UO's purchase of sophisticated scientific equipment manufactured abroad
- Led revisions to Oregon's NIL legislation
- Finalized the revision of 13 Knight Campus tax lot deeds, which, in turn, allowed the university to consolidate the tax lots, saving money
- Reviewed, revised and negotiated the six interlocking Link Oregon templates
- Negotiated changes to HECC grant and contract templates
- Drafted contract for ESPN game day and Big 10 game day
- Defended the university against a dozen new agency complaints, five unfair labor practice complaints and labor arbitrations, and three small claims
- Secured a \$7M settlement for the university in litigation regarding a construction defect in one of the residence halls
- Prevailed in two writ of review cases
- Won a case against an anonymous person who was doxing UO faculty



Provided timely, creative, and practical legal advice:

- Advised throughout the 2025 Legislative Assembly, including bill review and analysis
- Tracked litigation and Executive Orders related to DEI and LGBT+ and gender affirming care
- Advised on canceled student visas, provided communications support in response to regulatory changes, organized and launched emergency simulations involving ICE presence on campus
- Delivered trainings on changes to federal immigration law and state sanctuary status
- Supported researchers through grant terminations and developed templates for FOIA requests and for appeals of grant terminations
- Proactive review of scholarships and diversity programs
- Advised on UOSW bargaining and strike and UA bargaining

Facilitated the development and implementation of university initiatives:

- Helped facilitate the transactions involved in the development of UO's new indoor practice facility
- Drafted, negotiated and advised on the inaugural Oregon Cybersecurity Center of Excellence charter and operating agreement
- Negotiated, drafted, and finalized the Romania ground lease to permit private development of apartment, retail, parking, and hotel spaces
- Coordinated team responsible for envisioning the future of the Yeon properties
- Advised, drafted, and negotiated the letter of intent and purchase and sale agreement for the Thompson's Building purchase

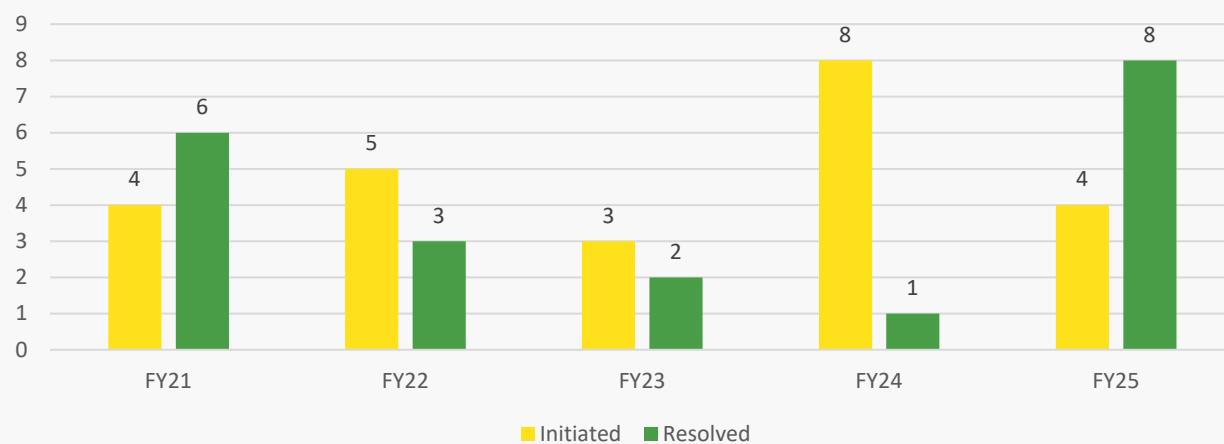
FY25 CLAIMS DATA

Tort Claim Notices by Year



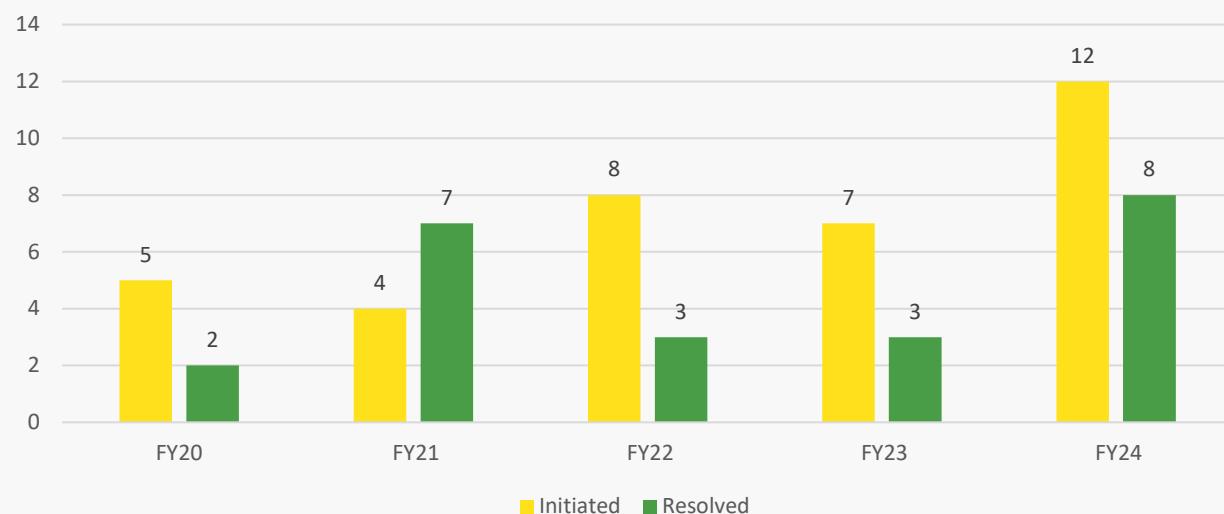
5 year average number of tort claim notices: 10.6

Lawsuits Initiated and Resolved by Year



5 year average number of lawsuits initiated each year: 4.8

Agency Complaints Initiated and Resolved by Year



5 year average number of agency complaints initiated each year: 7.2

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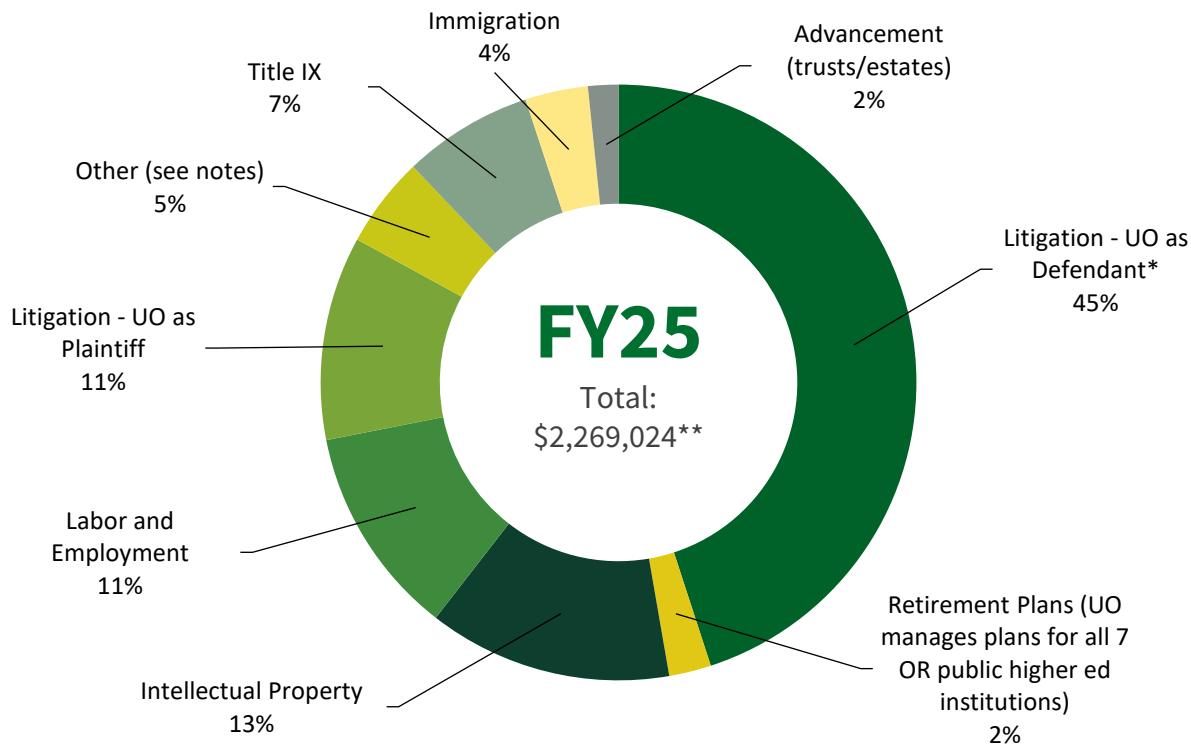
The University regularly hires outside counsel for matters that we lack the staffing to handle in house, generally litigation, occasionally labor arbitrations, and very specialized legal work, including NCAA compliance, intellectual property registrations and enforcement (e.g. patents, copyrights and trademarks), FCC work for our three radio stations, immigration, and international operations. We are judicious in the utilization of outside counsel and we are continually pursuing ways to increase our in-house capacity.

We are also committed to supporting our local and state economy, and choose Oregon attorneys whenever possible. In FY25, half of the firms we worked with were either based in Oregon or have offices in Oregon. We are also deeply committed to supporting underrepresented attorneys and to ensuring that female attorneys are paid commensurate to their male counterparts when assigned to university matters.

FY25 LEGAL SPEND SUMMARY

The institution's legal spend has steadily increased over the past five years and FY25 continued along that trend. The distribution of spend was typical of past years. In an average year, nearly half of the institution's legal budget is spent defending against lawsuits, and an average of 11% is spent pursuing litigation to protect the university's interests. Other major categories of legal spend include intellectual property, which has averaged 15% of spend over the past five years, and Labor and Employment, which has averaged 10% of spend over the past five years.

FY25 FINANCIAL DATA: INSTITUTIONAL SPEND BY MATTER



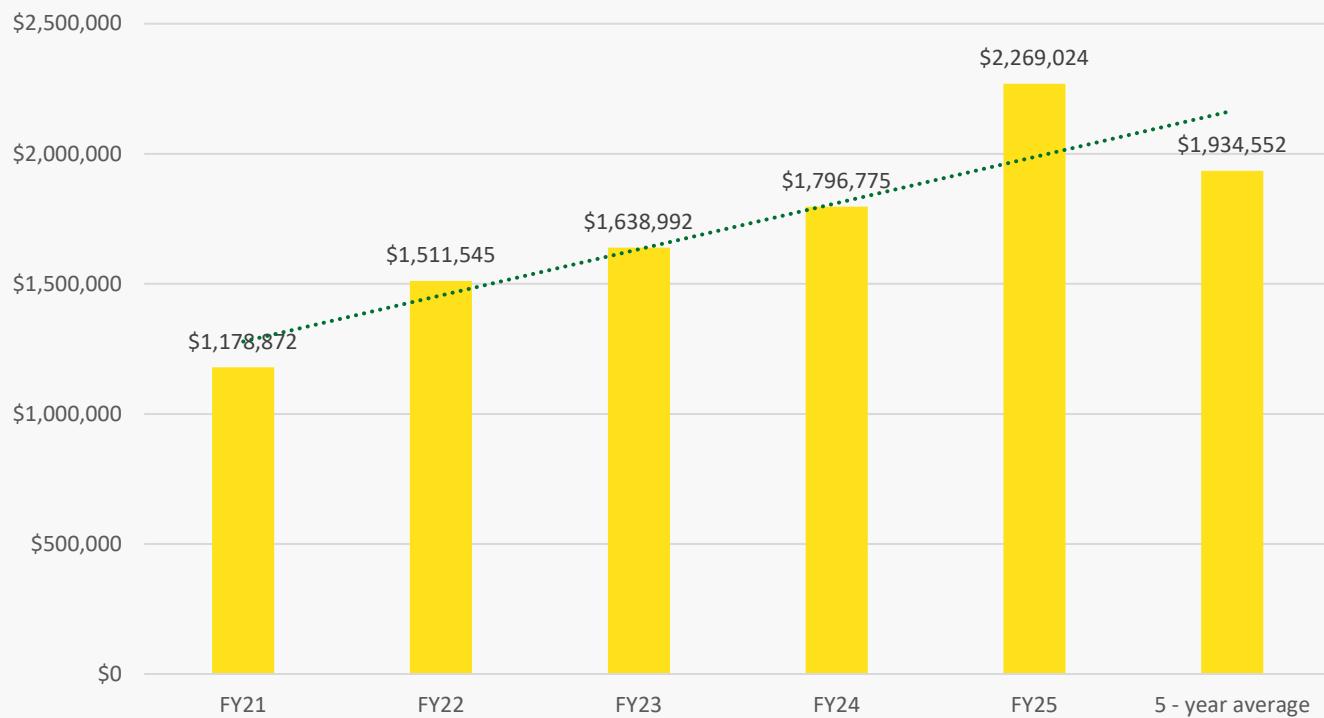
*Litigation amounts do not include settlements or expenses covered by UO's insurers

**Represents university spend – does not include ASUO legal services for students

Notes: "Other" includes spend between .1% - 1.6% on the following matters: Real Property, Research Compliance, Global Operations, Trademarks, Athletics, Cybersecurity, Radio Stations, and Business.

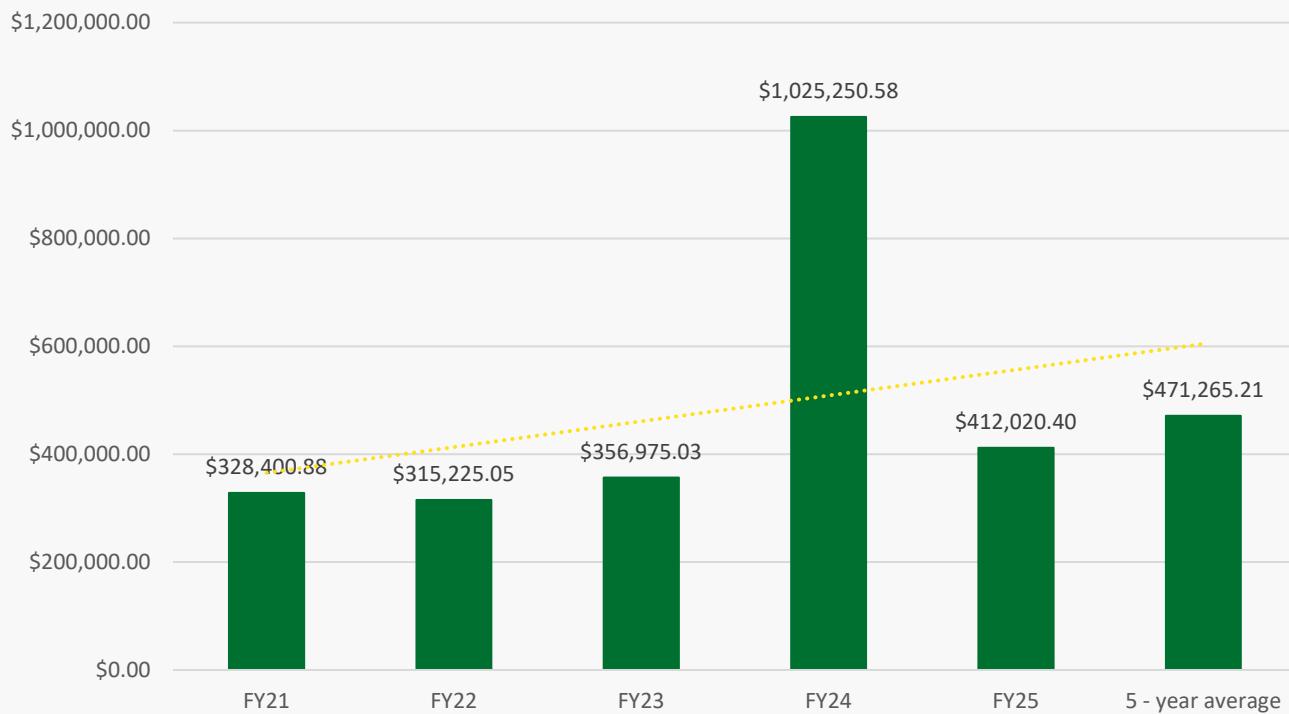
FY25 FINANCIAL DATA

Total Institutional (UO) Outside Counsel Expenses Over Time*



*Does not include ASUO spend on legal services for students

Total OGC Outside Counsel Expenses Over Time



OGC GIVES BACK

We are proud of the many ways OGC employees serve UO and the community. Here are select highlights from service in FY25:

Service to the University:

- College of Education Advisory Council (Kevin Reed)
- AAU General Counsel Steering Committee (Kevin Reed)
- APLU General Counsel Advisory Group (Kevin Reed)
- JSMA Advisory Board (Doug Park)
- Behavioral Evaluation & Threat Assessment Team (Jeslyn Everitt, Jasmine Narang)
- Title IX Management Team (Jeslyn Everitt)
- Information and Communications Technology Accessibility Committee (Jeslyn Everitt)
- ADA Coordinator Committee (Jeslyn Everitt)
- Physical Accessibility Advisory Group (Jeslyn Everitt)
- Strategic Enterprise Risk Management and Compliance Committee (Jeslyn Everitt)
- Incident Management Team (Jeslyn Everitt)
- Demonstration Education Safety Team (Jessica Price)
- Policy Advisory Committee (Jessica Price)
- HIPAA Privacy Committee (Jeslyn Everitt)
- Equity & Inclusion Advisory Council (Ryan Hagemann, Julia Cohalan)
- OA Council Co-Chair (Julia Cohalan)

Service in the Community:

- Oregon Federal District Court Ninth Circuit Representative; Conference Organizer and Plenary Session Moderator (Doug Park)
- Green Dot Public Schools Board Chair (Kevin Reed)
- ExED Board (Kevin Reed)
- Lane County Women Lawyers Co-Chair (Jeslyn Everitt)
- Oregon Women Lawyers President (Jessica Price)
- Oregon Women Lawyers Member (Doug Park)
- Oregon Asian Pacific American Bar Association Member (Doug Park)
- National Association of College and University Attorneys Presenters and Panelists (Ryan Hagemann, Kevin Reed, Jessica Price, Julia Cohalan)
- Volunteer Firefighter, McKenzie Fire & Rescue (Kevin Reed)
- High Desert Museum Board (Ryan Hagemann, Carson Campbell)

