Preamble. All incoming first-year undergraduate students are required to live on campus. The significant cost of on-campus living can be a burden for students on PathwayOregon scholarships. In order to receive a PathwayOregon scholarship, a student must have at least a 3.4 GPA from an Oregon high school and qualify for a Pell grant (family income of ~$50,000 or less). The cheapest on-campus option in 2019 is $9,367.

The University of Oregon has a tradition of awarding faculty bonuses for meeting performance expectations. Faculty have a tradition of donating those funds to support Oregon students.

The faculty and students spent decades supporting the athletics department when it was not self-sufficient.

The athletics department relies on the success and achievements of the University of Oregon faculty to maintain its standing in a “Power Five” conference, driving the donations it receives.

Section 1. At the end of each fiscal year, the University will calculate the total amount donated to the Duck Athletic Fund in that year. The University will direct 20% of the donations to the Duck Athletic Fund (or its successor) to faculty who were evaluated to have met or exceeded expectations on their most recent performance review. The funds will be distributed on a proportional basis as an annual performance bonus to the faculty who have met or exceeded expectations.

Section 2. Seventy-five percent of the annual performance bonuses provided to faculty who have met or exceeded expectations will automatically be donated to a scholarship fund to offset the cost of on-campus living for first-year PathwayOregon scholarship recipients who live on campus. The remaining twenty-five percent will be paid to faculty as a one-time bonus on September 1.

Section 3. On August 1 of each year, the University will notify faculty members who receive an annual performance bonus of the amount that has been donated in their name to the On-Campus PathwayOregon Fund and the amount they will receive.

Section 4. The money in the On-Campus PathwayOregon Fund will be distributed equally to all first-year PathwayOregon scholarship recipients who live on-campus until the fund is exhausted or until all on-campus living costs are paid for for all first-year PathwayOregon scholarship recipients who live on campus.

Section 5. Any surplus revenue in the On-Campus PathwayOregon Fund will be held in the fund to offset costs in the next year.