

**August 2, 2021**

**UT-AAUP Newsletter**

**Employment Agreement of President Gregory Postel**

Gregory Postel was hired as the UT Interim President in July 2020. His Employment Agreement dated July 20, 2020 provided for a base salary of \$500,000 and a Performance Incentive of 20% or \$100,000.

He was hired as the permanent President in May 2021. His Employment Agreement dated May 6, 2021 provides for a base salary of \$510,000 and a Performance Incentive of 30% or \$153,000. On July 28, 2021, the Board of Trustees (BOT) held a special meeting, met in executive session and awarded President Postel a 30% Performance Incentive of \$153,000 and a 2% base pay increase of \$10,200 for the fiscal year ending June 30, 2021 less than 2 months after the signing of the May 6, 2021 agreement. President Postel's new base salary will be \$520,200. The 30% Performance Incentive will increase to over \$156,000 next July.

President Postel's Employment Agreement provides for additional benefits. These include 25 days of paid vacation per year, deferred compensation of \$22,500 per year, additional life insurance of \$1,000,000, an automobile with fuel, maintenance, leasing, operating, insurance, and other reasonable costs paid by UT, professional dues and meetings, reasonable cost of all official entertainment and travel expenses, memberships in The Toledo Club and Inverness Country Club including all reasonable social expenses related to UT business, tuition waiver for his wife and children including three (3) year graduate program, a housing allowance, moving expenses of \$25,000, and \$10,000 for legal fees associated with the negotiation of this employment agreement.

After the termination of his employment as President, Dr. Postel will receive a twelve (12) month sabbatical and be paid 100% of his base salary.

After return from sabbatical, Dr. Postel is to be a tenured Professor in the College of Medicine and Life Sciences at a salary equal to the salary of the highest paid Professor in the College of Medicine, but not less than \$150,000.

The above is taken directly from President Postel's Employment Agreement. Copies of both agreements will be posted on the UT-AAUP website ([utaaup.com](http://utaaup.com)).

The Postel Employment Agreement is much richer than the one awarded to Dr. Sharon Gaber, UT's first woman President. For example, the highest incentive bonus received by Dr. Gaber was less than 20%.

Dr. Gaber declined her bonus at least once. The BGSU President, Dr. Rogers, also reportedly declined his bonus at least once.

The CWA staff employees have recently been offered 0%, 0%, and \$500 over three years. The average pay of a CWA worker is \$44,698. The CWA is now in fact finding.

We do not have complete information on the AFSCME contract negotiations. AFSCME represents the Health Science Campus and UTMC. It is understood they have received a pay offer similar to the CWA.

UT-AAUP Executive Board