

EMPLOYMENT AGREEMENT

This Agreement, by and between The Board of Trustees of the University of Illinois (“Board” or “University”) and Dr. Michael J. Hogan (“Hogan”), is for the purpose of specifying the terms and conditions of Hogan’s employment with the University.

WHEREAS, the Board offered and Hogan has accepted employment as President of the University based on the principal terms summarized in a letter dated April 12, 2010 to Hogan from Christopher G. Kennedy, Chair of the Board; and

WHEREAS, the parties now wish to execute this Employment Agreement (“Agreement”) formalizing the terms of their contract.

The parties agree as follows:

1. Term. Hogan’s employment as President will commence on July 1, 2010 (the “Effective Date”) and end June 30, 2015 unless otherwise terminated or extended as described below. Hogan will report to and, as required by law, serve at the pleasure of the Board, subject to the termination and severance provisions described herein.
2. Duties. Consistent with the above, Hogan will: (i) serve the University faithfully in a full-time capacity, and to the best of his ability; (ii) use his best efforts, skill and ability to promote the University’s interests; and (iii) comply with applicable requirements of law, University policies, and directions of the Board of Trustees.
3. Salary. Hogan will be paid a base salary at an initial annual rate of \$620,000 (the “Base Salary”), subject to deductions or withholdings as are required by applicable law and regulations. Hogan’s performance as President will be reviewed periodically by the Board at the time and in the manner applicable to other senior administrators of the University, to determine if, and by how much, the Base Salary should be increased. Hogan will be subject to any furlough or salary adjustment program applied to senior University administrators during the period of this Agreement.
4. Benefits. Hogan will receive benefits made available to University employees, as described in University policies, including medical, dental and life insurance coverage for Hogan and his family, deferred compensation plans, participation in the State Universities Retirement System, vacation, sick leave and other normal University benefits.
5. Expense Reimbursement. Hogan will be subject to the general policies of the University regarding expense reimbursement. Hogan will be reimbursed for entertainment and travel expenses in accordance with applicable University policies governing such expenses, provided that lodging in Champaign-Urbana and Chicago shall be subject to the provisions of Section 8.
6. Consulting Activities; Conflict of Commitment and/or Interest. Hogan acknowledges that he has read the University’s *Policy on Conflicts of Commitment and Interest* and agrees to be bound by it, in its current form and as it may be amended by the University

from time to time. Hogan agrees that all income producing activities must be reported to and approved in advance by the Board (or its designee) in accordance with the University's *Policy on Conflicts of Commitment and Interest*. In addition, service on all external boards will require the prior approval of the Board. The parties acknowledge that, while, it is anticipated that Hogan would serve on no more than two boards for which he receives compensation, all such service shall be subject to the approval of the Board in its discretion.

7. Confidentiality. Hogan agrees to abide by all University confidentiality policies.

8. Residences. During his employment as President, Hogan will have the following housing, which is provided for the convenience of the University and as a condition of Hogan's employment: the president's house located in Urbana and use of a condominium in Chicago provided by the University of Illinois Foundation (Hogan shall reside in this housing when in Champaign-Urbana and Chicago, respectively, and shall use such housing for official University functions as appropriate). The University will continue its normal practices related to staff support and maintenance of these residences.

9. Moving Expenses. Hogan will be reimbursed for all reasonable costs directly associated with moving his household to Champaign-Urbana and/or Chicago, with approved receipts, in accordance with normal University policies and procedures.

10. Tickets. Hogan will be provided, upon request, up to six (6) tickets for, artistic, cultural and athletic events of the University, subject to completing required tax forms related to business or personal use.

11. Club Memberships. The University will pay for memberships for Hogan in the Chicago Club and Champaign Country Club.

12. Transportation and Travel. A University car and driver will be provided for all University-related travel.

13. Deferred Compensation. The University shall establish and maintain a deferred compensation account ("Account") on its books for the benefit of Hogan, subject to the provisions of Appendix A.

14. One-Time Payment. In consideration of Hogan's commencing the Presidency on July 1, 2010 and foregoing a retention incentive otherwise payable by his current employer in September 2010, Hogan will be paid a one-time payment of \$45,000 within 30 days following the first day of his employment.

15. Faculty Appointment. Hogan will receive a faculty appointment as Professor of History, Urbana Campus, with tenure. If he leaves the Presidency and returns to the faculty, his faculty salary will be equal to the average of the ten highest salaries of University faculty (excluding the Colleges of Medicine and Dentistry). He will also have a teaching load appropriate to a full professor actively engaged in research. He will be entitled to appropriate office space, research support including \$10,000 per year research funding, a graduate research assistant and secretarial support. If at the time of his return to the faculty he has served as

President for five years or more, he will also be immediately entitled to a one-year sabbatical at the faculty salary described in this paragraph.

16. Termination. Hogan's employment as President and the Term shall terminate immediately upon the occurrence of any of the following:

(a) The expiration of this Agreement on June 30, 2015;

(b) Resignation by Hogan;

(c) Hogan's death;

(d) Hogan's physical or mental disability, whether totally or partially, which renders Hogan unable to perform his material duties for a period of not less than one hundred and eighty (180) days in any 12 month period;

(e) The Board's final decision and notice to Hogan that he is being terminated for "Cause." "Cause" shall consist of: (i) conviction of, or plea of guilty or no contest to, a felony; (ii) engaging in conduct that constitutes gross misconduct, neglect or fraud in connection with Hogan's duties; (iii) conduct during the Term which is found to demonstrate clearly and convincingly that Hogan can no longer be relied upon to perform his University duties and responsibilities; or (iv) material breach of Hogan's obligations as described in this Agreement. In the event that the Board believes that there may be cause for termination under this paragraph, Hogan will be served with notice of the grounds for possible dismissal and will be given an opportunity to respond to the Board pursuant to a process prescribed by the Board that satisfies due process standards; or,

(f) The date specified in a notice by the University that it is terminating Hogan's employment "WITHOUT CAUSE" for convenience. The University will provide to Hogan at least 30 days notice of its intent to terminate his appointment as President "WITHOUT CAUSE," and that his appointment as a faculty member under Section 15 will become effective. Following a termination by the University "WITHOUT CAUSE," the University will pay to Hogan as a severance package an amount equal to one year's continued annual Base Salary at the rate then in effect. As consideration for the pay continuation that the University will provide Hogan pursuant to this paragraph, Hogan or Hogan's estate or beneficiary, as the case may be, must provide the University an enforceable waiver and release agreement in a form that the University normally requires. Hogan will be under no obligation to seek other employment or otherwise mitigate the obligations of the University under this paragraph. Hogan acknowledges that a termination of employment covered by this paragraph will not be a breach of this Agreement and that Hogan will have no other rights against the University or its Board, officers, or other employees or agents related to such termination, except that Hogan's rights as a faculty member under Section 15 shall not be affected by a termination "WITHOUT CAUSE" and instead are governed by normal University policies applicable to tenured faculty.

In the event Hogan's employment ceases for reasons other than termination "WITHOUT CAUSE," Hogan, or his estate or his beneficiary, shall be paid salary owed through the date of termination, plus any accrued and unused vacation, and any vested or benefit continuation and conversion rights, under law or University policy.

17. Non-Assignment. This Agreement, and Hogan's rights and obligations hereunder, may not be assigned by Hogan, and Hogan shall not pledge, encumber or anticipate any payments or benefits due hereunder, by operation of law or otherwise.

18. Pre-Existing Conditions. Hogan represents and warrants to the University that Hogan is able freely to accept engagement and employment by the University as described in this Agreement and that there are no existing agreements, arrangements or understandings, written or oral, that would prevent Hogan from entering into such employment, would prevent Hogan or restrict Hogan in any way from rendering services to the University as provided herein during the Term or would be breached by the future performance by Hogan of his duties hereunder. Hogan represents and warrants to the University that, previous to employment, Hogan has not engaged in an act or omission of the same nature as the events described in Section 16(e)(i) - (iii) (i.e., the definition of "Cause") – other than any acts or omissions that Hogan has disclosed to the University – which, if made public, would cause harm to the reputation of the University. Hogan also represents and warrants that no fee, charge or expense of any sort is due from the University to any third person engaged by Hogan in connection with Hogan's employment by the University hereunder. Hogan agrees that any breach of these warranties would constitute a material breach of this Agreement.

19. Governing Law and Immunities. All questions concerning the construction, validity, and interpretation of this Agreement will be governed by the laws of Illinois. It is expressly agreed and understood between the parties that the University is an instrumentality of the State of Illinois and that nothing contained herein shall be construed to constitute a waiver or relinquishment by the University of its right to claim such exemptions, privileges and immunities as may be provided by law.

20. Severability. Whenever possible, each provision of this Agreement will be interpreted in such a manner as to be effective and valid under applicable law, but if any provision of this Agreement is held to be invalid, illegal or unenforceable in any respect under any applicable law or rule, such invalidity, illegality or enforceability will not affect any other provision hereof, but this Agreement will be reformed, construed and enforced as if such invalid, illegal or unenforceable provision had never been contained herein.

21. Liability for Payment. The University assumes no liability for payment beyond the availability of its annual appropriation, but when its annual appropriations are deficient, the University agrees to give Hogan notice of said fact, and agrees that Hogan has the right to terminate this Agreement immediately in the event of such an occurrence. In addition, Hogan will be responsible for any income tax liability incurred as a result of the terms of this Agreement.

22. General Provisions. No waiver by the parties hereto of any default or breach of a covenant, term or condition of this Agreement shall be deemed to be a waiver of any other default or breach of this same or any other covenant, term or condition contained herein. Except as otherwise provided herein, this Agreement shall not be amended except by a written instrument duly executed by each of the parties hereto. Any and all previous agreements and understandings between or among the parties regarding the subject matter hereof, whether written or oral, are superseded by this Agreement.

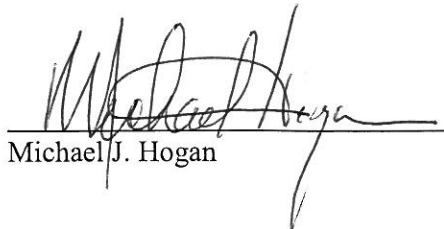
23. Contingency. Hogan's appointment as President and this Employment Agreement are subject to approval by the Board of Trustees.

Dated this 22nd day of June, 2010.

For The Board of Trustees
of the University of Illinois

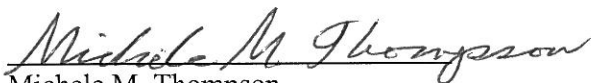


Walter K. Knorr, Comptroller



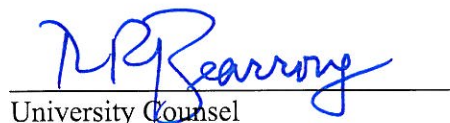
Michael J. Hogan

Attest:



Michele M. Thompson
Secretary to the Board of Trustees

Approved as to legal form:



University Counsel

Appendix A

The deferred compensation and Account described in Section 13 shall be subject to the following:

(a) Amounts credited to the Account, prior to their payment to Hogan as provided in this Appendix A, shall be part of the general assets of the University, and the University shall retain legal ownership of such amounts until they are vested and distributed to Hogan as provided in this Agreement. Notwithstanding the foregoing, the parties understand that the University intends to invest amounts equal to the amounts credited to the Account, at or about the same time as amounts are credited to the Account, in the [name investment fund] (the "Fund"). All income, dividends, gains and losses attributable to the investment in the Fund shall be credited or debited to the Account in the manner and at the time which is consistent with the University's investment in the Fund as described herein.

(b) Hogan shall have no right which is superior to those of general creditors of the University to the amounts credited to the Account or such investment in the Fund. Except as provided in this Agreement, Hogan shall have no right, title or interest in or to the amounts credited to the Account or such investment in the Fund, and shall not grant or attempt to grant any person such a right title or interest, and any such attempt shall be null and void. The terms of the deferred compensation hereunder shall be:

(c) The University will credit \$30,000 to the Account effective July 1, 2011, and increase the amount each year thereafter by \$7,500 (i.e., \$37,500 will be credited on July 1, 2012; \$45,000 on July 1, 2013; \$52,500 on July 1, 2014; \$60,000 on June 30, 2015). Notwithstanding any provision of this Agreement to the contrary, as an express condition to the University's obligation to make such a credit, Hogan shall have been serving as President of the University on the day the University is required hereunder to make such a credit to the Account.

(d) The amounts credited to the Account shall vest and become non-forfeitable upon the earliest to occur of (i) Hogan's death, (ii) Hogan's permanent disability as defined under Section 409A of the Internal Revenue Code, (iii) the termination of Hogan's employment by the University for any reason other than "Cause" as defined in Section 16(e) of this Agreement, or (iv) June 30, 2015. If Hogan's employment with the University is terminated voluntarily by him prior to June 30, 2015, or is terminated by the University for Cause, Hogan shall forfeit and waive any and all rights he had, has or ever can have to the deferred compensation described in this Appendix A, the Account, or the Fund.

(e) Provided that the amounts credited to the Account have vested pursuant to paragraph (d) above, the University shall pay to Hogan, or his estate in the event of his death, the aggregate amounts then credited to the Account, including all income, dividends, gains and losses accrued thereon to the payment date, calculated on the basis of the University's investments in the Fund, less all applicable tax withholding, as soon as administratively practicable on or after the date of vesting, but, in no event later than 60 (sixty) days after such date.

(f) The University and Hogan intend the University's crediting of amounts to the Account be exempt from federal and Illinois income taxation and employment tax until the amounts vest pursuant to paragraph (d). The University and Hogan intend that the provisions of the Account satisfy the terms and conditions of Section 457(f) of the Internal Revenue Code. In developing the Account, each party relied upon its or his counsel and disclaims reliance on the other party or the other party's counsel. Hogan hereby releases the University from any liability for and waives any claims he had, has, or ever can have against the University, its trustees, employees and/or agents arising out of the taxation (including interest or penalties) of the payment of amounts credited to the Account.

H:\ President\Hogan Employment Agreement 061010.DOCX



NOTIFICATION OF APPOINTMENT

Name/Home Unit:

Hogan, Michael J
President's Office
364 Henry Administration Building
506 S Wright
M/C - 346

University of Illinois
Board of Trustees
352 Henry Administration Building
Urbana, Illinois 61801-3640

Generation date: 08/28/2011

UIN: ██████████
Campus: University Administration
Employee Class: Acad/Pro 12mth Ben Elig
Home Unit: 9/615000 - President's Office

This confirms your appointment to the following position(s) for the pay, periods and other conditions indicated, subject to all immigration laws and other eligibility requirements for employment, and subject to approval by the Board of Trustees. It is valid only if based upon the actual acquisition of required credentials upon which the appointment is based. If the start date for the Period of Payment is later than the Generation Date of this document, approval by the Board of Trustees is still pending. Annual reappointments with a Period of Payment start date of August 16 are traditionally submitted to the Board of Trustees for approval at the September meeting.

JOB: U71280-00 Org Code/Campus/Name: 451000/Urbana - Champaign/ History

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
PROF	0%	9/12 mth	08/16/2011	08/15/2012	\$0.00 A

Tenure Status	Tenure Effective Date	Tenure Service Basis	Tenure Percent
Indefinite Tenure	07/01/2010	Academic Year	100%

JOB: U75669-00 Org Code/Campus/Name: 615000/University Administration/ President's Office

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
PRESIDENT	100%	12 mth	08/16/2011	08/15/2012	\$651,000.00 A

JOB: UA2109-00 Org Code/Campus/Name: 580005/Urbana - Champaign/ LAS Administration

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
HARRY E PREBLE CHAIR	0%	9/12 mth	08/16/2011	08/15/2012	\$0.00 A

- This appointment is made subject to all applicable laws and to the University of Illinois Statutes, the General Rules Concerning University Organization and Procedure and other actions of the Board of Trustees. These policies are subject to change from time to time and the most updated version of the policies is applicable. In the event of error, the Board of Trustees reserves the right to correct such error and issue a corrected Notification of Appointment. It is the responsibility of all University of Illinois employees to comply with the provisions of the State Officials and Employees Ethics Act of the State of Illinois; time not spent on official business of the University must be reported by employees as exception time. Exceptions may include sick leave, vacation leave and other appropriately approved leaves as specified by campus and University policies.
- The amount appearing in the "Salary" column is the gross annual (A) or monthly (M) compensation of the appointee for services required during a full appointment year or monthly period, whether payable in the form of salary, earnings, purchases of annuity contracts, or in any other manner authorized or required by law. In the case of appointments where service is required for less than a full appointment year or monthly period only a proportionate amount of the "Salary" will be payable on the basis of the period of payment indicated in proportion to a full appointment year or month. For example, an appointment for one semester of an academic year is compensated at approximately one-half of the annual "Salary" rate.
- If determined that an employee has been excluded from participation in Federal or State Health Care Programs because of having engaged in fraud, abuse or misconduct as well as any other mandated governmental exclusion listing, the employee is subject to immediate dismissal without notice.
- Falsification of information on a job application or credential materials may result in immediate dismissal.
- In accordance with University policy, the University reserves the right, effective August 16, 2009, to reduce the pay and service specified in this form, based on budget shortfalls or other financial emergencies necessitating short-term reduction of University personnel costs, by requiring the appointee to take unpaid furlough days during the period of this appointment.
- As of August 9, 2011, the Explanation of Service Basis, Standard Period of Service and Periods of Payments can be found at https://nessie.uhr.uiillinois.edu/pdf/personal_info/ExplanationofServiceBasis.pdf If this link is no longer available, the terms in effect for this NOA can be found at the internet location where this document is viewable.

- An asterisk (*) symbol following the Job number indicates that all or a portion of this appointment is made on the condition that employment and payment is contingent upon receipt of funds. For appointments made "subject to receipt of funds" (such as those from grants or contracts), the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant(s) or other source of funding for the position has ended. For such appointments, the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant or source of funds for the position becomes unavailable, and will provide prior notice, if applicable, in accordance with the notice periods set forth in Article IX(11)(b)(2) of the University of Illinois Statutes. If an asterisk (*) symbol does not appear next to the Job number on this Notification of Appointment, your appointment is not subject to the receipt of funds and not subject to earlier termination based on the loss of such funding.

Regardless of past source of funds supporting the position(s) above, presence or absence of the * symbol indicating "subject to receipt of funds" indicates funding status as of the generation date of this Notification of Appointment.

For an academic professional employee who is entitled to notice of nonreappointment and whose position is supported by multiple sources of funds, calculation of minimum length of notice of nonreappointment will be based on the relevant funds for the portion of the appointment for which a notice of nonreappointment is issued, or on the predominant source of funds in the case of elimination of the position.

- Unless you notify your unit(s) to the contrary within 30 days of the Generation Date of this document, your acceptance of this appointment will be presumed. If you have questions regarding your appointment, please contact your unit office.

Michelle M. Thompson
Secretary


UNIVERSITY OF ILLINOIS
Urbana-Champaign • Chicago • Springfield

Office of the President
364 Henry Administration Building
506 South Wright Street
Urbana, IL 61801-3689

Michael J. Hogan
President

LETTER OF EMPLOYMENT SUPERSEDES AUGUST 3, 2011 LETTER

August 31, 2011

Dr. Phyllis M. Wise


Dear Dr. Wise,

I'm delighted to offer you an administrative appointment as Vice President of the University of Illinois and Chancellor of the Urbana-Champaign campus. This letter sets forth the principal terms and conditions that will be presented to the University of Illinois Board of Trustees for approval. As part of your appointment, you will be appointed to the rank of Professor in the School of Molecular and Cellular Biology, College of Liberal Arts and Sciences, Urbana-Champaign, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning October 1, 2011; Professor of Animal Sciences, College of Agricultural, Consumer and Environmental Sciences, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning October 1, 2011; and an appointment in the Department of Molecular and Integrative Physiology, College of Medicine, University of Illinois at Chicago in Urbana-Champaign, on indefinite tenure, on an academic year service, on zero percent time, non-salaried, beginning October 1, 2011. Your administrative appointment and is reviewable and renewable on an annual basis in accordance with the University of Illinois academic calendar year (beginning August 16th of each year), with the expectation that you will serve at least five years.

The position of Vice President of the University of Illinois and Chancellor of the Urbana-Champaign campus is an administrative appointment, on a twelve-month service basis, at 100% time with an annual base salary of \$500,000 (paid monthly at \$41,666.67), broken out as follows:

- 12-month faculty appointment: \$234,666.67
- Administrative increment: \$265,333.33

In addition, you will receive a housing allowance of \$30,000 annually (paid monthly at \$2,500) for use and maintenance of your personal residence for official University functions and events. The University of Illinois Foundation will also provide funds for a membership to the Champaign Country Club as well as to an appropriate club of your choosing in Chicago. Furthermore, the University will work to place your partner in an appropriate appointment at a salary level approximating his current position through our Spousal/Partner Hire Program.

Lastly, the University will provide you with a retention incentive of \$100,000 per year for each of five years contingent on your continued service in the position of Vice President and Chancellor for the full five years. Thus, this program carries with it a cliff vesting schedule of five years for the total sum of \$500,000 (payable within 30 days following completion of the 5 years of service). If you leave the position Vice President and Chancellor sooner than five years at the election of the Board of Trustees, or upon death or disability, you will receive a pro-rated portion of the retention incentive to be paid within 30 days based on the shorter period of service. Further details will be worked out with our Legal Counsel and your personal tax advisor/attorney.

Upon return to the faculty, you will receive a one-year (9-month) sabbatical plus 2 months summer salary and your salary will be set to the greatest of (1) the level of your faculty salary at the time of return (faculty salary level plus annual increments determined by the University's salary program); or, (2) the highest faculty salary of the School of Molecular and Cellular Biology, College of Liberal Arts and Sciences at Urbana-Champaign; the highest faculty salary of the Department of Molecular and Integrative Physiology in the College of Medicine, University of Illinois at Chicago in Urbana-Champaign, or highest faculty salary of the Department of Animal Sciences, College of Agriculture, Consumer Sciences, and Environmental Sciences at Urbana-Champaign.. Information regarding sabbatical leave of absences can be found at www.provost.illinois.edu/communication/19/Comm19.pdf.

This appointment and its terms are contingent on the approval of the University of Illinois Board of Trustees and the concurrence of tenure from the colleges involved in your professorship appointment.

Information regarding our State of Illinois benefit package, as well as University of Illinois supplemental benefits can be found on our NESSIE web site at <https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm>.

As part of your employment, the University will reimburse you for moving expenses as allowed by the University Business and Financial Policies and Procedures. The policy is located at <http://www.obfs.uillinois.edu/cms/One.aspx?portalId=909965&pageId=913885>.

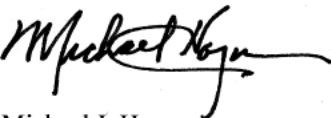
Please note that the policy provides that the hiring manager, in this case the University of Illinois President, has the authority to approve appropriate costs above this level and will do so, if your moving expenses exceed these limits.

The University of Illinois provides a work and learning environment that embraces differences and promotes respect. Therefore, all University faculty and staff are expected to support and demonstrate a strong commitment to diversity and inclusiveness.

I ask that you work with Maureen Parks, our Executive Director and Associate Vice President of Human Resources if you have any questions about our benefit plans or our moving policy. She can be reached at mparks@uillinois.edu or (217) 333-2590 (office phone) or (217) 841-4902 (cell phone).

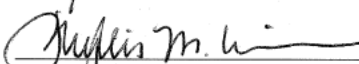
Would you please indicate your acceptance by signing below, scanning this letter, and returning it via e-mail to me (mjhogan@uillinois.edu), with the original to follow by postal mail. I'm looking forward to working with you, Phyllis. This is an exciting time in the history of the University of Illinois and your leadership will be important.

Sincerely,



Michael J. Hogan
President

Name: Phyllis M. Wise

Signature: 

Date: September 7, 2011

Date of Birth: [REDACTED] Social Security Number: [REDACTED]

Federal tax regulations require us to request an SSN from every employee to whom compensation is paid. Employee SSNs are maintained and used by the University for payroll and benefits purposes, to verify employment history, and are reported to Federal and state agencies on forms required by law or for benefits purposes. The University will not disclose an employee's SSN without the consent of the employee to anyone outside the University except as mandated by law or as required for benefit purposes. Failure to provide an SSN may result in the withdrawal of an offer of employment and/or the denial of benefits. The University of Illinois is working to minimize the use of Social Security numbers within its business processes. For a full description of the University of Illinois' Social Security number policy, please visit <http://www.ssn.uillinois.edu>.

Board Meeting
September 9, 2011

APPOINT VICE PRESIDENT, UNIVERSITY OF ILLINOIS, AND
CHANCELLOR, UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

Action: Appoint Vice President, University of Illinois, and Chancellor, University of Illinois at Urbana-Champaign

Funding: State Appropriated Funds

Following an eight-month national search conducted by a search committee,¹ the President of the University recommends with pleasure the appointment of Phyllis M. Wise, presently Executive Vice President and Provost, Professor of Physiology and Biophysics, Professor of Obstetrics and Gynecology, and Professor of Biology, University of Washington, Seattle, as Vice President, University of Illinois, and Chancellor, University of Illinois at Urbana-Champaign, non-tenured, on a twelve-month service basis, on 100 percent time, at an annual salary of \$234,667 and an administrative increment of \$265,333, beginning October 1, 2011, for a total annual salary of \$500,000.

¹ Douglas H. Beck, Professor, Department of Physics, *Chair*; Amy Allen, Undergraduate Student, Engineering; James D. Anderson, Professor, Gutsell Professor and Head, Department of Education Policy, Organization and Leadership; Carey Laroy Hawkins Ash, Graduate Student, Law/Education; Timothy E. Barnes, Director, International Programs and Studies; Nicholas C. Burbules, Professor, Department of Education Policy, Organization and Leadership; Andreas C. Cangellaris, Professor, Van Valkenburg Professor and Head, Department of Electrical and Computer Engineering; Kim C. Graber, Associate Professor and Associate Head, Department of Kinesiology and Community Health; Anne D. Hedeman, Professor, School of Art and Design; Debbie A. Kempfues, Administrative Assistant II, Office of the Provost and Vice Chancellor for Academic Affairs; William J. Maher, University Archivist and Professor of Library Administration, University Library; David Olsen, Undergraduate Student, Business; Robert Warrior, Professor, Department of English, and Professor and Director, American Indian Studies Program; Ruth V. Watkins, Professor, Department of Speech and Hearing Science, and Dean, College of Liberal Arts and Sciences; and Matthew B. Wheeler, Professor, Department of Animal Sciences, and Chair of University Senates Conference, Office of the Vice President for Academic Affairs.

Dr. Wise will succeed Robert A. Easter, who has served as Interim Vice President, University of Illinois, and Interim Chancellor, University of Illinois at Urbana-Champaign since January 24, 2011.

Dr. Wise will also be appointed to the rank of Professor, School of Molecular and Cellular Biology, College of Liberal Arts and Sciences, Urbana-Champaign, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning October 1, 2011; Professor of Molecular and Integrative Physiology, College of Medicine at Urbana-Champaign, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning October 1, 2011; and Professor of Animal Sciences, College of Agricultural, Consumer and Environmental Sciences, on indefinite tenure, on an academic year service basis, on zero percent time, non-salaried, beginning October 1, 2011.

The principal components of Dr. Wise's appointment include the following:

- As Vice President/Chancellor of the Urbana-Champaign campus, Dr. Wise is appointed by the Board on the recommendation of the University President, and serves at the direction of the President.
- Dr. Wise's appointment as Vice President/Chancellor will commence on October 1, 2011.
- Dr. Wise will receive a total annual salary as Vice President/Chancellor of \$500,000 subject to periodic adjustments at the President's discretion.
- Dr. Wise will receive a retention incentive of \$100,000 per year for each of five full years of continued service as Vice President/Chancellor.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes*, *The General Rules Concerning University Organization and Procedure*, and Board of Trustees policies and directives.

I seek your approval.

PHYLLIS M. WISE

Education

Swarthmore College, Pennsylvania, B.A., 1967; Honorary Sc.D., 2008
University of Michigan-Ann Arbor, M.A., 1969; Ph.D., 1972

Professional and Other Experience

University of New Mexico Main Campus, Albuquerque, 1974-75, Research Associate, Department of Physiology, School of Medicine; 1975-76, Adjunct Assistant Professor, Department of Physiology, School of Medicine; 1975-76, Lecturer, Department of Biology

University of Maryland Baltimore, 1976-82, Assistant Professor, Department of Physiology, School of Medicine; 1982-87, Associate Professor, Department of Physiology, School of Medicine; 1987-93, Professor, Department of Physiology, School of Medicine

University of Göttingen, Lower Saxony, Germany, 1985-86, Visiting Scientist, Department of Obstetrics and Gynecology

University of Kentucky, Lexington, 1993-2001, Professor and Chair, Department of Physiology, School of Medicine

University of California-Davis, 2002-05, Dean of the Division of Biological Sciences; 2002-05, Distinguished Professor of Neurobiology, Physiology and Behavior, Division of Biological Sciences; 2002-05, Distinguished Professor of Physiology and Membrane Biology, School of Medicine

University of Washington, Seattle, 2005-07, Provost and Vice President for Academic Affairs; 2005-date, Professor of Physiology and Biophysics, School of Medicine; 2005-date, Professor of Obstetrics and Gynecology, School of Medicine; 2005-date, Professor of Biology, College of Arts and Sciences; 2007-10, Provost and Executive Vice President; 2010-date, Interim President



NOTIFICATION OF APPOINTMENT

Name/Home Unit:

Wise, Phyllis M
Office of the Chancellor
317 Swanlund Administration Building
601 E John
M/C - 304

University of Illinois
Board of Trustees
352 Henry Administration Building
Urbana, Illinois 61801-3640

Generation date: 11/15/2011

UIN: XXXXXXXXXX
Campus: Urbana - Champaign
Employee Class: Acad 9/12mth Ben Elig
Home Unit: 1/700000 - Office of the Chancellor

This confirms your appointment to the following position(s) for the pay, periods and other conditions indicated, subject to all immigration laws and other eligibility requirements for employment, and subject to approval by the Board of Trustees. It is valid only if based upon the actual acquisition of required credentials upon which the appointment is based. If the start date for the Period of Payment is later than the Generation Date of this document, approval by the Board of Trustees is still pending. Annual reappointments with a Period of Payment start date of August 16 are traditionally submitted to the Board of Trustees for approval at the September meeting.

JOB: U04028-00 Org Code/Campus/Name: 353000/Urbana - Champaign/ Obstetrics and Gynecology

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
PROF	0%	9/12 mth	10/01/2011	08/15/2012	\$0.00 A

JOB: U96218-00 Org Code/Campus/Name: 986000/Urbana - Champaign/ Medical Molec Integrative Phys

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
PROF	0%	9/12 mth	10/01/2011	08/15/2012	\$0.00 A

JOB: U98134-00 Org Code/Campus/Name: 538000/Urbana - Champaign/ Animal Sciences

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
PROF	0%	9/12 mth	10/01/2011	08/15/2012	\$0.00 A

JOB: UA1058-00 Org Code/Campus/Name: 700000/Urbana - Champaign/ Office of the Chancellor

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
V PRES UI & CHANC UC	100%	12 mth	10/01/2011	08/15/2012	\$234,666.67 A

JOB: UA1058-01 Org Code/Campus/Name: 700000/Urbana - Champaign/ Office of the Chancellor

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
V PRES UI & CHANC UC	0%	12 mth	10/01/2011	08/15/2012	\$265,333.33 A

JOB: UA4364-00 Org Code/Campus/Name: 415000/Urbana - Champaign/ School of Molecular & Cell Bio

Title	FTE	Service Basis	Period of Payment		Salary
			Begin	End	
PROF	0%	9/12 mth	10/01/2011	08/15/2012	\$0.00 A

Tenure Status	Tenure Effective Date	Tenure Service Basis	Tenure Percent
Indefinite Tenure	10/01/2011	Academic Year	0%

-
- This appointment is made subject to all applicable laws and to the University of Illinois Statutes, the General Rules Concerning University Organization and Procedure and other actions of the Board of Trustees. These policies are subject to change from time to time and the most updated version of the policies is applicable. In the event of error, the Board of Trustees reserves the right to correct such error and issue a corrected Notification of Appointment. It is the responsibility of all University of Illinois employees to comply with the provisions of the State Officials and Employees Ethics Act of the State of Illinois; time not spent on official business of the University must be reported by employees as exception time. Exceptions may include sick leave, vacation leave and other appropriately approved leaves as specified by campus and University policies.
 - The amount appearing in the "Salary" column is the gross annual (A) or monthly (M) compensation of the appointee for services required during a full appointment year or monthly period, whether payable in the form of salary, earnings, purchases of annuity contracts, or in any other manner authorized or required by law. In the case of appointments where service is required for less than a full appointment year or monthly period only a proportionate amount of the "Salary" will be payable on the basis of the period of payment indicated in proportion to a full appointment year or month. For example, an appointment for one semester of an academic year is compensated at approximately one-half of the annual "Salary" rate.
 - If determined that an employee has been excluded from participation in Federal or State Health Care Programs because of having engaged in fraud, abuse or misconduct as well as any other mandated governmental exclusion listing, the employee is subject to immediate dismissal without notice.
 - Falsification of information on a job application or credential materials may result in immediate dismissal.
 - In accordance with University policy, the University reserves the right, effective August 16, 2009, to reduce the pay and service specified in this form, based on budget shortfalls or other financial emergencies necessitating short-term reduction of University personnel costs, by requiring the appointee to take unpaid furlough days during the period of this appointment.
 - As of August 9, 2011, the Explanation of Service Basis, Standard Period of Service and Periods of Payments can be found at https://nessie.uihr.uillinois.edu/pdf/personal_info/ExplanationofServiceBasis.pdf If this link is no longer available, the terms in effect for this NOA can be found at the internet location where this document is viewable.
 - An asterisk (*) symbol following the Job number indicates that all or a portion of this appointment is made on the condition that employment and payment is contingent upon receipt of funds. For appointments made "subject to receipt of funds" (such as those from grants or contracts), the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant(s) or other source of funding for the position has ended. For such appointments, the University reserves the right to terminate the appointment prior to the Period of Payment End Date if the grant or source of funds for the position becomes unavailable, and will provide prior notice, if applicable, in accordance with the notice periods set forth in Article IX(11)(b)(2) of the University of Illinois Statutes. If an asterisk (*) symbol does not appear next to the Job number on this Notification of Appointment, your appointment is not subject to the receipt of funds and not subject to earlier termination based on the loss of such funding.

Regardless of past source of funds supporting the position(s) above, presence or absence of the * symbol indicating "subject to receipt of funds" indicates funding status as of the generation date of this Notification of Appointment.

For an academic professional employee who is entitled to notice of nonreappointment and whose position is supported by multiple sources of funds, calculation of minimum length of notice of nonreappointment will be based on the relevant funds for the portion of the appointment for which a notice of nonreappointment is issued, or on the predominant source of funds in the case of elimination of the position.

- Unless you notify your unit(s) to the contrary within 30 days of the Generation Date of this document, your acceptance of this appointment will be presumed. If you have questions regarding your appointment, please contact your unit office.

PERQ - HOUSING ALLOWANCE

Michelle M. Thompson
Secretary