


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>.

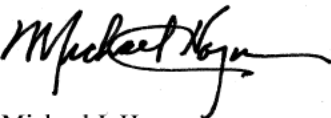
Please note that the policy provides that the hiring manager, in this case the University of Illinois President, has the authority to approve appropriate costs above this level and will do so, if your moving expenses exceed these limits.

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).

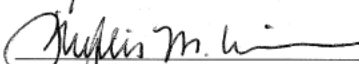
Would you please indicate your acceptance by signing below, scanning this letter, and returning it via e-mail to me (mjhogan@uillinois.edu), with the original to follow by postal mail. I'm looking forward to working with you, Phyllis. This is an exciting time in the history of the University of Illinois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