

January 6, 2016

Arrangements for Dr. M. Duane Nellis Transition to Faculty

The Chancellor has confirmed that he will honor Dr. Nellis's presidential contract terms including salary, additional compensation (including deferred compensation), and benefits through the end of the contract period (June 15, 2016), at which time Nellis will assume a tenured faculty position as outlined below.

With respect to transition to a tenured faculty position, the following terms have been discussed with the Provost, who is in accord:

During an initial transition period of January 22, 2016 through June 15, 2016, Dr. Nellis will be relieved from any teaching duties but will be available for consultation with university administration as needed. This period will also be utilized by Dr. Nellis for study, research and writing in preparation for returning to a full-time faculty position. During this time period, Dr. Nellis will continue to report to the Chancellor.

Faculty title: Nellis will continue as a tenured (which was granted in 2013) university Professor of Geosciences

Assignment as faculty member (consistent with those who have served as a past university president and as a senior faculty member): Some combination of teaching, research, service or special initiatives focusing in areas such as leadership training, the Honors College, international development, innovation and geosciences.

Tenured faculty salary: Nellis will be paid an annual salary (12 month appointment) of \$250,000 (beginning June 16, 2016), plus be eligible for any university merit increases based on the normal processes of evaluation.

Professional discretionary funds during transition and as a faculty member: Nellis will be provided \$5,000 from Jan. through June 2016; \$20,000 per year for two years for the years 2016/17 and 2017/2018. Nellis will be given an opportunity to negotiate a partial continuation of such professional discretionary funds after the second year.

Faculty Office: Appropriate for a senior university professor stepping down from a presidential level university appointment, including appropriate office furniture. Nellis should have input into the final location of his faculty office and furnishings. University will move Nellis' personal items related to him serving as a senior university professor from his current office to his new faculty office.

Computers: Nellis will be allowed to retain his current computers and printers.

Staff support during transition and as a tenured university faculty member:
Appropriate staff support will be provided to Nellis for assisting in support of his duties as a senior tenured university professor. This would include such support as processing travel papers, computer technical support, ordering basic supplies, placing in final form documents related to faculty activities, such as letters, exams, etc.

Parking: Nellis will be provided parking in a parking area in close proximity to his office.

Public Press Release related to stepping down as president: Mutually agreeable press release.