

THE UNIVERSITY OF TENNESSEE

OFFICE OF THE PRESIDENT

April 26, 2019

Dr. Donde Plowman

Dear Donde,

It is my pleasure to offer you the position of Chancellor of The University of Tennessee, Knoxville, subject to the terms and conditions outlined in this letter and subject to approval by the University of Tennessee Board of Trustees at a special meeting to be called on May 3, 2019.

The effective date of your appointment will be July 1, 2019. Your initial compensation package as Chancellor consists of the following:

1. *f* Base salary: \$50,000 per month (annualized salary of \$600,000.00).
2. *f* Housing allowance: \$1,666.67 per month less applicable taxes.
3. *f* One-time moving allowance: \$35,000.00 less applicable taxes, to be used for relocation and travel expenses.
4. *f* Potential for annual performance incentive compensation under a plan to be proposed by the President to the Board:* *Beginning July 1, 2020, for FY2020-21 and FY2021-22, you will be eligible to participate in a Board-approved annual performance incentive compensation plan with the opportunity to earn incentive compensation (Up to 10% for FY 2020-21 and up to 15% after FY 2021-22) for achievement of Board-approved performance goals. Terms and conditions of incentive compensation beyond FY2021-22 also will be determined by the Board.

As a full-time employee, you are also eligible for various benefits including comprehensive health insurance, retirement, paid time off, tuition waivers and discounts, in addition to other benefits. For additional information regarding benefits, please visit <https://hr.tennessee.edu/benefits>.

The University will reimburse travel expenses relating to your duties as Chancellor in accordance with the University's travel policies (e.g., BT0003, BT0019, and FI0705), including travel expenses for your spouse for an event where spouses are expected to attend.

While you serve as Chancellor, the President will review your performance annually and may conduct a periodic comprehensive performance review. The President has the authority to increase your annual base salary in accordance with Article VI, Section 6.8 of the Bylaws of the Board of Trustees.

Article VI, Section 6.7 of the Bylaws of the Board states that the position of Chancellor reports directly and solely to the President and serves at the pleasure of the President. The position of Chancellor is without tenure and without a definite term. In accordance with Board of Trustees Policy 0006 (Policies Governing Academic Freedom, Responsibility and Tenure), I will seek consideration for you for tenure upon hire as a full professor in a full-time faculty appointment in an appropriate department of the University of Tennessee, Knoxville, without compensation as long as you are serving in the Chancellor position. Subject to tenure approval, should you choose to remain a member of the faculty at the conclusion of your administrative service, your appointment would revert to a full-time, tenured faculty appointment based on an academic year (9-month) appointment at an annual salary that is in accordance with the University's then-current policy BT0023 (Setting Faculty Salaries Upon Conclusion of Administrative Appointments).

While serving as Chancellor, you may serve on external boards or commissions with prior approval of the President and as governed by the University's Conflict of Interests policy (FI0125).

I look forward to working with you and seeing continuation of the great progress being made at UT Knoxville. To indicate that you agree to these terms and will accept this appointment upon approval by the Board of Trustees, please sign the following page and returned the signed letter to me.

Sincerely,



Randy Boyd
President

cc: General Counsel Matthew Scoggins
cc: Human Resources

ACCEPTANCE: I accept the appointment to serve as Chancellor of The University of Tennessee, Knoxville under the terms and conditions outlined above and with the understanding that the offer is not binding until the appointment, compensation and other terms of employment are approved by the University of Tennessee Board of Trustees.



Name



Date