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University of Iowa
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Iowa Braille and Sight Saving School
Lakeside Lab Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center
Tri-State Graduate Center



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Gary W. Steinke, *Executive Director*

June 21, 2007

Dr. Sally K. Mason
41 Ashcroft Place
West LaFayette, IN 47906

Re: University of Iowa President

Dear Dr. Mason:

It is a pleasure to confirm with you the conditions of your employment as President of the University of Iowa. The Board of Regents, State of Iowa, will provide you with an annual salary of \$450,000, effective August 1, 2007. Included with the salary will be the usual benefits available to all University of Iowa faculty and administration.

You will also be provided with an IRS section 457(f) deferred compensation plan and trust. The Plan will commence August 1, 2007. The monthly contribution to the trust will be \$5,000 or \$60,000 annually. Accrued compensation and earnings will vest and be distributed provided you remain continuously employed as President of the University of Iowa through July 31, 2012. Accrued compensation and earnings will also vest and be distributed if you become disabled or are dismissed by the Board of Regents for other than good cause. If you do not remain in the continuous employment of the Board of Regents through July 31, 2012 for any reason other than death, disability, or dismissal without cause, all sums held under the Plan, together with all accrued earnings, are forfeited.

Additionally, you will be provided \$50,000 in annual supplemental compensation contingent upon you achieving performance goals as identified by the Board of Regents. This supplemental compensation is guaranteed only for the first year of your employment.

Also, the Board will provide the additional benefits unique to the President of the University, including special allowances for the Office of the President, and housing for you and your family at 102 Church Street. It is a condition of your employment as President and for the benefit and convenience of the University in having the functions of your office most efficiently discharged, that you reside at 102 Church Street. As is customary, the building will be available and will be used for University-related business and entertainment on a regular and continuing basis, with private living quarters provided to you and your family within a portion of the structure. Although unlikely, if it should happen that the IRS or the State of Iowa were to deem the use of this structure a taxable benefit to you, the University will reimburse you for the taxes you pay on this account. Because you will be required to travel frequently on University business, an automobile will be provided for your use. The University will also cover your personal moving expenses to 102 Church Street.

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Letter to: Dr. Sally K. Mason
June 21, 2007

With your appointment as President, you will be eligible for tenure as a Professor in the Department of Biology. Thereafter, at all times, your faculty tenure and status will be subject to the same University rules and protection as available to other tenured faculty at the University.

In the position of President, you serve at the pleasure of the Board of Regents, State of Iowa, and your performance will be formally evaluated on a yearly basis.

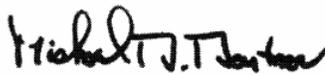
Initially, the basis for your evaluation will be:

1. Achieve progress in commitment to and implementation of the current University mission and vision and each of the major objectives contained in the University of Iowa Strategic Plan. It is within your prerogative, however, consistent with the Board's plan and planning schedule, for you to present proposed adjustments/changes in the University's Strategic Plan and your personal goals, in the coming year.
2. Demonstrate a cooperative attitude and meaningful coordination with the other Regent institutions, the Board of Regents, the Board President, and the Board Office in implementing the Plan and in the overall administration of the University of Iowa.
3. Demonstrate genuine commitment and responsiveness to the Board of Regents Strategic Plan, Board initiatives, Board governance authority, Board policies, and Board directives.
4. Demonstrate a commitment to assisting the State of Iowa in economic and workforce development.

When your service as President ends, you may continue your appointment as a tenured Professor, at your option, with the usual fringe benefits accorded to faculty and with a salary equal to 60% of your presidential salary at the time of transition. You will be provided with a suitable office and secretarial support, and you will be given one year free of teaching and service obligations, in order to reinvigorate your teaching and research program.

The Board is very pleased that you accepted this position, and we look forward to your assuming the President's position. If you have any questions, please feel free to contact me.

Sincerely,



Michael G. Gartner

cc: Gary Steinke, Executive Director
Regents