



Northern Illinois
University

June 7, 2012

Kelly Wesener Michael
[Redacted]

Dear Dr. Wesener Michael:

Appointment Information

In accordance with the policies and procedures of the State of Illinois, the Board of Trustees, and Northern Illinois University, we are pleased to offer you the following appointment:

Title:	Acting Vice President, Student Affairs and Enrollment Management
Department:	Student Affairs and Enrollment Management
Annualized Salary:	\$175,000 (July 1, 2012 – June 30, 2013) – Including Stipend
Full-Time Equivalent (FTE):	100%
Appointment:	Temporary Acting One-Year Appointment
Appointment Period:	July 1, 2012 – June 30, 2013

Please carefully review the information outlined below:

Congratulations on your appointment as Acting Vice President, Student Affairs and Enrollment Management. This appointment is considered a one-year temporary appointment from July 1, 2012 through June 30, 2013 with an total annualized salary of \$175,000.00 composed of your current base salary (\$102,698) plus an adjusted additional pay stipend associated with your Acting appointment. While serving in this acting capacity, you will be eligible to participate as a candidate in the search for the Vice President, Student Affairs and Enrollment Management. Upon the conclusion of the search, should you not be the candidate selected, you will be placed back into your previous position with a promotion to the title of Associate Vice President, Student Affairs and Enrollment Management at an annual base salary of \$150,000.00.

For the duration of this acting appointment you will report to President John Peters and serve as a member of the Senior Cabinet.

Please acknowledge your acceptance of this appointment by signing and dating the last page of this letter. Then forward the entire offer letter, including the original signed acceptance, and completed forms to our office.

If you have any questions regarding this offer letter, please feel free to contact my office.

Sincerely,
[Redacted Signature]

Steven D. Cunningham
Vice President, Administration and Human Resources

c: John Peters, President

Acceptance

Acting Vice President, Student Affairs and Enrollment Management

The annual salary and appointment stated herein are subject to the appropriation of sufficient funds by the General Assembly of the State of Illinois and the approval of the governor. Appointments at Northern Illinois University are subject to the statutes of the State of Illinois and the latest revisions of the governing bylaws, Regulations, policies and practices of the Board of Trustees. Appointments are also subject to the latest revisions of all university policies and procedures; most of which, are stated in employee handbooks, procedure manuals, and the Constitution and Bylaws of the university. Under certain state laws, as well as university regulations, policies and procedures, indebtedness to the university may be withheld from compensation payments to employees. Acceptance of this appointment includes consent to such withholding when assessed in accord with appropriate legal standards.

I understand that my performance will be evaluated and that my appointment status and subsequent increases in compensation are subject to availability of funds and/or applicable standards of performance. The terms of this appointment are binding upon both parties and shall remain in full force and effect during my employment at Northern Illinois University, including subsequent appointments, if applicable.

I hereby acknowledge and accept the terms of this offering letter, and all related university policies and procedures associated with my Tenure-Track faculty appointment. My signature and date below signify acceptance of the terms of the above contract.

Signature  Date 6/7/12