



The University of Texas System
Nine Universities. Six Health Institutions. Unlimited Possibilities.

Office of Academic Affairs
601 Colorado Street, Austin, TX 78701
Phone: (512) 499-4233, Fax: (512) 499-4240

Personal and Confidential

August 26, 2008

Dr. David E. Daniel
President
The University of Texas at Dallas
P. O. Box 830688
Dallas, Texas 75083-0688

Dear David:

This letter outlines the revised terms of your appointment effective September 1, 2008.

Your annual salary rate effective September 1, 2008, will be \$491,824. You are entitled to other State-paid fringe benefits required to be provided to higher education employees by State law and for which you are eligible are included. Among these benefits are State-paid OASI, longevity pay, workers' compensation, liability insurance coverage, retirement plan, insurance premium sharing, and leave entitlement.

The Board of Regents has authorized \$35,000 in deferred compensation for the budget year subject to the terms and conditions of a separate agreement related to deferred compensation.

Additional elements of your compensation package are:

- (a) The cost of club membership(s) approved by the Executive Vice Chancellor for Academic Affairs will be paid, including initial fees for joining the club and all properly documented business related expenses. All personal expenses, including the portion of dues related to personal use, should be reimbursed to the institution. The portion of dues related to personal use is calculated based on the personal expenses for that month as a percent of the total expenses. That percentage is applied to the dues owed to determine the personal amount.
- (b) When your term as President ends, you will be entitled to return to a faculty position as Professor of Engineering and Computer Science, with tenure, in the College of Engineering, and as Professor of Geosciences, with tenure, in the College of Natural Sciences, and to be compensated at your academic salary rate. Consistent with the provisions of *Texas Education Code* Section 51.948(c), your annual academic rate, effective September 1, 2008, will be \$165,537. While serving as President, your appointment as Professor will be without compensation.
- (c) Appointment to the Eugene McDermott Distinguished Chair of University Leadership and have access to the income of this chair for your initiatives.
- (d) State law allows the grant of development leave at the individual's academic salary rate for one year to a faculty member who has held an administrative position at the institution for more than four years. An administrator who receives development leave must return to work (as a faculty member) at a U. T. System institution for an amount of time equal to the amount of time the administrator received development leave or repay the institution for all the costs of the development leave. Barring any subsequent legal prohibitions, these provisions will apply in your situation. The specific length of the development leave will be negotiated dependent on your term of service as President and other pertinent considerations should you leave the Presidency and return to faculty.



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UTD
 OFFICE OF THE PRESIDENT
 AUG 27 2007
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August 24, 2007

- The University of Texas at Arlington
- The University of Texas at Austin
- The University of Texas at Brownsville
- The University of Texas at Dallas
- The University of Texas at El Paso
- The University of Texas—Pan American
- The University of Texas of the Permian Basin
- The University of Texas at San Antonio
- The University of Texas at Tyler

Dr. David E. Daniel
 President
 The University of Texas at Dallas
 P. O. Box 830688
 Dallas, Texas 75083-0688

Dear David:

This letter outlines the revised terms of your appointment effective September 1, 2007.

Your annual salary rate effective September 1, 2007, will be \$468,404. You are entitled to other State-paid fringe benefits required to be provided to higher education employees by State law and for which you are eligible are included. Among these benefits are State-paid OASI, longevity pay, workers' compensation, liability insurance coverage, retirement plan, insurance premium sharing, and leave entitlement.

The Board of Regents has authorized \$25,000 in deferred compensation for the budget year subject to the terms and conditions of a separate agreement related to deferred compensation.

Additional elements of your compensation package are:

- (a) The cost of club membership(s) approved by the Executive Vice Chancellor for Academic Affairs will be paid, including initial fees for joining the club and all properly documented business related expenses. All personal expenses, including the portion of dues related to personal use, should be reimbursed to the institution. The portion of dues related to personal use is calculated based on the personal expenses for that month as a percent of the total expenses. That percentage is applied to the dues owed to determine the personal amount.
- (b) When your term as President ends, you will be entitled to return to a faculty position as Professor of Engineering and Computer Science, with tenure, in the College of Engineering, and as Professor of Geosciences, with tenure, in the College of Natural Sciences, and to be compensated at your academic salary rate. Consistent with the provisions of *Texas Education Code* Section 51.948(c), your annual academic rate, effective September 1, 2007, will be \$159,554. While serving as President, your appointment as Professor will be without compensation.
- (c) Appointment to the Eugene McDermott Distinguished Chair of University Leadership and have access to the income of this chair for your initiatives.
- (d) State law allows the grant of development leave at the individual's academic salary rate for one year to a faculty member who has held an administrative position at the institution for more than four years. An administrator who receives development leave must return to work (as a faculty member) at a U. T. System institution for an amount of time equal to the amount of time the administrator received development leave or repay the institution for all the costs of the development leave. Barring any subsequent legal prohibitions, these provisions will apply in your situation. The specific length of the development leave will be negotiated dependent on your term of service as President and other pertinent considerations should you leave the Presidency and return to faculty.