



WESTERN ILLINOIS UNIVERSITY



January 13, 2011  
(Amended May 16, 2011)

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ACQUELINE K. THOMPSON

Dr. Jack Thomas  
[Redacted]  
Macomb, IL 61455

Dear Dr. Thomas:

On behalf of the Western Illinois University Board of Trustees, I am extremely pleased to offer you the position of President of Western Illinois University at a salary of \$250,000, plus an additional \$25,000 which shall be contributed by the University to the University's 403(b) retirement plan on your behalf at the end of each fiscal year, which amount will be prorated if you are not employed by the University on the last of the applicable fiscal year, and which shall be subject to all other terms of the plan. This is an 100 percent appointment per year beginning July 1, 2011.

The President of the University is provided other benefits, including use of the University Residence and the professional and personal use of a vehicle, as stated in the Board of Trustees Regulations on the WIU website at [http://www.wiu.edu/board\\_of\\_trustees/regulations/employees.php](http://www.wiu.edu/board_of_trustees/regulations/employees.php). You will also have your current life and health insurance benefits for yourself and your dependents continued.

In additions, the President and Board of Trustees agree to the following:

- Future salary augmentations will be tied to an annual performance review.
- If the president is asked to step down for cause, his tenure may be revoked pursuant to Board of Trustees procedures for the revocation of tenure.
- If the President chooses to leave the University, he must give the institution six months notice of separation or if the Board of Trustees chooses to replace the President, the Board will give the President twelve months notice or payment in lieu thereof unless he chooses to join the faculty.
- If the President should be asked to step down for any reason and chooses to join the faculty, compensation will be paid at 75 percent of the Presidential salary.

- The University will reimburse the President for normal and customary expenses related to relocation of his household to the University Residence.
- The automobile provided for the President's business and personal use will be eligible for replacement with a new vehicle every three years, unless deemed unnecessary by the President and the Board.
- A computer and internet access will be provided for the President's business and personal use.
- The President's spouse will continue to be employed in the Advising and Academic Services Center as long as she continues to meet the professional responsibilities of her position. Should there be any personnel issue related to her that would normally be addressed by the President, the Board Chair will make a determination on that issue.
- Reasonable travel expenses will be provided for the President's spouse to accompany the President on no more than two out-of-state professional business trips per year.
- The President will undergo a yearly physical examination; the University will reimburse those costs not covered by the President's state provided insurance. The President will provide a statement from his physician that he is able to continue to fulfill the essential functions of his job following each annual examination.
- The President is expected to meet the job duties as outlined Board of Trustees Regulations on the WIU website at [http://www.wiu.edu/board\\_of\\_trustees/regulations/employees.php](http://www.wiu.edu/board_of_trustees/regulations/employees.php).

This appointment will remain in effect until modified or terminated in accordance with the policies and procedures of Western Illinois University and subject to appropriation of the necessary funds by the General Assembly and approval by the Governor of Illinois.

If you accept this offer, please sign and return this letter to the Chair, Western Illinois University Board of Trustees, c/o President's Office at Western Illinois University, within five business days.

We very much look forward to a long and successful relationship.

Sincerely,



J. Michael Houston, Chair  
Western Illinois University Board of Trustees

I accept the position as described above.

Signed Jack Thomas Date 5/20/11  
Jack Thomas