



OFFICE OF THE CHANCELLOR

February 12, 2016

Dr. Ronald Nowaczyk



Dear Ron:

On behalf of the University System of Maryland (USM) Board of Regents (BOR) and with the recommendation of the Frostburg State University (FSU) Search and Screening Committee, I am pleased to offer you the position of President of Frostburg State University.

The President is the institution's Chief Executive Officer and reports through the Chancellor to the BOR. Enclosed with this letter is a copy of *Section 12-109: Presidents of Constituent Institutions* from the Education Article of the Annotated Code of Maryland. This outlines the legislatively mandated authorities and responsibilities of USM presidents. Also enclosed is *Article V of the USM Bylaws: Chief Executive Officers of Institutions*.

This appointment shall be effective May 9, 2016, and it will be subject to the following terms and conditions:

- Your service as President is at the pleasure of the BOR, as indicated in *Section 12-109*.
- You will be provided an initial base annual salary of \$275,000 for your services as President. As part of an established presidential review process, at the end of each fiscal year your compensation will be reviewed by the BOR's Committee on Organization and Compensation in consultation with the Chancellor. Your annual compensation may be adjusted by the BOR for merit, after a review of the Chancellor's recommendation. As a state employee, your salary is subject to any constraints imposed by law or state policy. The BOR has a commitment to bring successful USM presidents' compensation to at least the 75th percentile of comparable institutions using College and University Personnel Association (CUPA) annual salary survey data.
- As additional compensation, you will be provided an annual housing allowance of \$35,000. All USM presidents at institutions without a presidential house on campus are provided this allowance.
- You will be provided with a state automobile for your exclusive use as long as you are president. This is in lieu of receiving an automobile allowance or mileage reimbursement.

1807
University of Maryland,
Baltimore

1856
University of Maryland,
College Park

1865
Bowie State University

1866
Towson University

1866
University of Maryland
Eastern Shore

1898
Frostburg State University

1900
Coppin State University

1925
Salisbury University

1925
University of Baltimore

1925
University of Maryland
Center for Environmental
Science

1947
University of Maryland
University College

1966
University of Maryland,
Baltimore County

- You will receive the health, vision and dental benefit, including access to life and disability insurance, offered under state laws and university policy to USM presidents. Immediate family members (spouse and dependent children) are eligible for tuition remission benefits in accordance with *Policy VII.4.20* (enclosed).
- You can participate in either the Maryland State Pension Program or the Optional Retirement Program. You may also participate in any supplemental retirement program available to USM employees in accordance with state and federal laws governing such programs. Enclosed is information about each of these programs. Please let me know if you have questions about any of these materials.
- FSU will reimburse your reasonable relocation expenses, including moving services from Pennsylvania to Maryland and up to three trips to Frostburg before your appointment begins to meet with members of the university community and to make housing and other relocation arrangements. With regard to moving services, please obtain three competitive bids from reputable moving companies and select the most suitable one.
- It is anticipated that Frostburg State University will appoint you to a tenured faculty professorship. However, such an appointment may only be made in accordance with the procedures set forth in the FSU and USM rank and tenure policies. Upon the receipt of your acceptance of this offer, I will begin the tenure process by communicating with the Provost's Office. Assuming you are awarded tenure, at the termination of your presidency, unless such termination is for cause, you shall be eligible to apply for a one-year sabbatical leave at your then current presidential salary for the purpose of preparing you to return to service as a faculty member, together with health and retirement benefits. Thereafter, you will serve in a faculty position to which you have been tenured at a salary commensurate with senior faculty members in the relevant unit and to be determined in consultation with you, appropriate FSU officials and the Chancellor.
- In addition to annual performance reviews, each president in the USM participates in a strategic leadership review after five years of service.

Note that all compensation and benefits payable pursuant to this appointment letter or under USM policy will be reported and taxed in accordance with applicable federal and state laws.

The BOR has a policy of encouraging all senior administrators to receive thorough annual physical exams. The Board also has a policy recognizing the official role of spouses of presidents (*Policy on Associates of Chancellor/President*), a copy of which is enclosed.

The Board of Regents and I are extremely pleased by your willingness to serve as the next President of Frostburg State University. We are convinced that you have the energy and focus that FSU needs at this time. You will need a strong leadership team to help you advance an agenda to increase enrollment and student retention, maintain fiscal stability and build a positive campus culture. You will also need a core group of community leaders to help position FSU within the Western Maryland community.

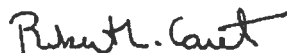
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community leaders to help position FSU within the Western Maryland community.

I look forward to working with you and supporting you in your presidency; as does the Board.

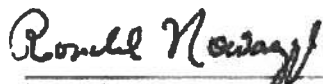
Please indicate your acceptance of the presidency of Frostburg State University and the terms of this letter by signing below and returning to me.

Sincerely yours,



Robert L. Caret
Chancellor

Enclosures



Ronald Nowaczyk

2/15/16
date