



## MONTANA March 27, 2018 Jon Harbor I am pleased to offer you the position of Executive Vice President and Provost at the University of Montana where you will be a key member of my Cabinet. The effective start date for your appointment will be no later than August 1, 2018. The initial contract term is for three years. The annual salary will be \$270,000.00, plus health insurance benefits and the required standard contribution to MUS-RP. You will receive a \$10,000.00 bonus upon signing this letter agreement. This is a Montana University System contract (MUS) position. MUS contracts are subject to all relevant policies and procedures of the University of Montana and Board of Regents. Please be advised that this is a conditional offer of employment dependent on approval by the Commissioner of Higher Education Other terms in this offer include full tenure upon hire with retreat rights to the College of Humanities and Sciences for a joint appointment in the Geosciences and Geography Departments, salary to be set at the time the retreat occurs, subject to the requirements imposed by the current collective bargaining agreement. The University will also pay reasonable moving expenses and provide temporary housing prior to the sale of your current home and the purchase or lease of your permanent Missoula residence. This letter is to ensure that we are in agreement as to the basic terms of your employment as stated in this letter. If the terms are acceptable, please sign the original letter and return it to me, along with any accompanying forms, within 10 business days of receipt of this letter and prior to your first day of I look forward to your joining my cabinet and team. Your talent, experience, and leadership will be invaluable to myself and the University of Montana as we work through challenges and move the Sincerely, Seth Bodnar, President University of Montana Accepted: March 28th 2018 Office of the President University Hall 109 | Missoula. Montana 50812-33241 + 406 243 2311 14 406 2432797 1e: orestalk@umontana.edt



