



THE UNIVERSITY OF TENNESSEE SYSTEM

OFFICE OF THE PRESIDENT

RANDY BOYD
President

Dr. Peter F. Buckley
[REDACTED]
[REDACTED]

Dear Peter,

It is my pleasure to offer you the position of Chancellor of the University of Tennessee Health Science Center, subject to the terms and conditions outlined in this letter and approval by the University of Tennessee Board of Trustees at a special meeting scheduled for December 6, 2021.

The effective date of your appointment will be February 1, 2022. Your initial compensation package as Chancellor consists of the following:

1. Base salary: \$79,166.67 per month (annualized salary of \$950,000.00).
2. Housing allowance: \$1,666.67 per month less applicable taxes.
3. One-time moving allowance: \$35,000.00 less applicable taxes, to be used for relocation and travel expenses.

Additionally, the University will provide you a startup research support package in the total amount of \$300,000.00, paid over three years, to be used for the purpose of hiring an assistant researcher to work on existing research grants that you will bring with you to the University.

As a full-time employee, you are also eligible for various benefits including comprehensive health insurance, retirement, paid time off, tuition waivers and discounts, in addition to other benefits. For additional information regarding benefits, please visit <https://hr.tennessee.edu/benefits>.

The University will reimburse travel expense relating to your duties as Chancellor in accordance with the University's travel policies (e.g., BT0003 and FI0705), including expenses for your spouse for events she is expected to attend.

Article VI, Section 6.7 of the Bylaws of the Board states that the position of Chancellor reports directly and solely to the President and serves at the pleasure of the President. The position of Chancellor is without tenure and without a definite term. In accordance with Board of Trustees Policy BT0006 (Policies Governing Academic Freedom, Responsibility and Tenure), I will seek consideration for your tenure upon hire as a full professor in a full-time faculty appointment in an appropriate department of the University of Tennessee Health Science Center, without compensation as long as you are serving in the Chancellor position. Subject to tenure approval, should you choose to remain a member of the faculty at the conclusion of your administrative service, your appointment would revert to a full-time, tenured faculty appointment based on an academic year (12-month) appointment at an annual salary that is in accordance with the University's then-current policy BT0023 (Setting Faculty Salaries Upon Conclusion of Administrative Appointments).



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President

While you serve as Chancellor, the President will review your performance annually and may conduct periodic comprehensive performance reviews. The President has the authority to increase your annual base salary in accordance with Article VI, Section 6.8 of the Bylaws of the Board of Trustees.

While serving as Chancellor, you may serve on external boards or commissions with prior approval of the President as governed by the University's Conflict of Interest policy (FI0125).

I look forward to working with you and seeing continuation of great progress being made at UTHSC. Please sign and return this letter to me to indicate that you agree to these terms and will accept this appointment upon approval by the Board of Trustees.

Sincerely,

Randy Boyd
President

cc: General Counsel Ryan Stinnett

cc: Human Resources

ACCEPTANCE: I accept the appointment to serve as Chancellor for the University of Tennessee Health Science Center under the terms and conditions outlined above and with the understanding that the offer is not binding until the appointment, compensation and other terms of employment are approved by the University of Tennessee Board of Trustees.

Peter F. Buckley

November 23, 2021

Date