



09/21/2021

Ranu Jung



Dear Dr. Jung:

Upon the recommendation of Dr. Rao, head of the Department of Biomedical Engineering, Kim Needy, Dean of Engineering, and David Snow the Vice Chancellor for Economic Development and with the concurrence of Dr. Terry Martin, Interim Provost and Vice Chancellor for Academic Affairs, I am pleased to offer you the position of Distinguished Professor of the Department of Biomedical Engineering with tenure, subject to the approval of the President of the University of Arkansas System, and the inaugural Executive Director of the Institute for Integrative and Innovative Research (I3R) and Endowed Chair. This will be a 12-month, Non-Classified and 100% appointed, full time position effective December 14, 2021. The position of Executive Director reports to both the Vice Chancellor of Research and Innovation (VCRI, hard line) and the Vice Chancellor for Economic Development (VCED). In all instances, this offer is subject to all applicable policies of the Board of Trustees of the University of Arkansas and of the institution. Such policies are subject to change at the discretion of the Board and the institution.

You will receive a twelve-month salary of \$350,000, plus fringe benefits, which includes a 12-month faculty salary of \$300,000 and an administrative stipend of \$50,000. When you step down from your administrative position and return to your academic faculty duties, your salary will be converted to a 9-month salary of \$225,000 (**or 3/4 of the twelve-month faculty salary**) **plus any accumulated merit increases**. The administrative stipend, including its proportional merit increases, will be removed.



The University fringe benefits offered to employees appointed for half-time or greater include (depending upon choice and qualification) group health insurance, group life insurance, group dental insurance, vision insurance, retirement plan options (TIAA or Fidelity Investments), Social Security/Medicare, and short-term and long-term disability insurance. New employees must enroll with Human Resources (Administration Building, Room 222) within 31 days of appointment date for desired participation. You will be required to provide documentation of dependent eligibility if you will be covering a spouse and/or dependents on University health, dental and vision insurance. Benefits will become effective the first of the month following submission of required enrollment materials. Current appointed employees changing positions who are already enrolled in the fringe benefits should contact the Benefits office in Human Resources to confirm if your benefits will change. Detailed information on University of Arkansas benefits can be found on the University of Arkansas Human Resources website: <http://hr.uark.edu/benefits/default.aspx>. This offer assumes your authorization to work in the United States and is contingent on satisfactory completion of a criminal background and sex offender registry check; determination of satisfactory is at the sole discretion of the University of Arkansas.

In conjunction with the offer, I am also pleased to offer the following:

- The I3R Director's Chair. As of July 9, 2021, it had an endowment of \$18.8M. This chair is tied to your position as executive director, and you will continue to hold the chair as long as you remain the executive director. If you are no longer the executive director, the chair will revert back to the university to be assigned to someone else at the discretion of the vice chancellors. The expendable income from the chair is estimated to be approximately \$600K per year and has a current accrued balance of \$257K. A portion of these funds are used to pay 49% of your salary plus fringes on an annual basis. The remaining funds will be available to you as discretionary funds to support your leadership in I3R and your scholarship. It is expected that when you vacate the Chair the expendable balance will be approximately \$600K or more.
- This offer includes access and oversight of funds being made available for the creation and establishment of I3R by the "Research and Commercialization Grant – Phase II" from the Walton Family Charitable Support Foundation, Inc to support the construction and implementation of the new building.
- This offer also includes access and oversight of I3R funds being made available for hiring and startup for Center Directors and new I3R faculty, staff, and I3R maintenance and support. Your approval will be required for all personnel hires and appointments in the Institute. You will also provide input to the annual evaluation of faculty and staff supported by the Institute for their I3R contributions.
- As we have discussed, I3R will unveil a new distribution of indirect costs. Specifically, for I3R projects, the total indirect costs that are received from grants and contracts, will follow a 40/40/15/5 split. That is, 40% will go to the I3R, 40% will go to the unit, 15% will go to the DRI and 5% will go to the Provost's office.
- A suitable temporary office will be provided to you on the 3rd floor of the Administration Building. With a small portion of the funds made available from the funds described in bullet 2., a temporary and suitable laboratory space (approximately 3000 sq. ft. for human subject labs, pre-clinical research facility, and associated spaces distributed across buildings at the Arkansas Research and Technology Park and the Main Campus) will be arranged in shared spaces and other temporary spaces will renovated and equipped where necessary for you and your research team as well, the financial support you will need (beyond what your grants can afford) for the critical team that will move with you to the University of Arkansas will be made available.

Members of the VCRI and Dean of Engineering teams will be available to assist you in this transition where the VCRI (or designee) will be your primary contact to distribute the planning and execution of the transfer of you and your research team. Any renovation costs associated with these spaces beyond the initial preparation will come from your Chair funds at your discretion. Please note, that the new I3R building, as made possible from the grant as well as other sources, will provide your permanent office and laboratory home when constructed (scheduled as of now to be completed March 2024), and upon that move to your new office and laboratory in the I3R building, you will relinquish your temporary office and laboratory.

- Upon your acceptance of this offer your critical team members will receive employment offer letters within five business days. Dr. James Abbas will have an academic appointment as a tenured Full Professor in Biomedical Engineering (51%) and I3R (49%) at a 9-month base salary of \$140,000. Dr. Andres Pena will have an academic appointment as Assistant Research Professor in I3R (100%) at a 9-month base salary of \$75,000. Mr. Anil Thota will have an appointment as Senior Research Scientist in I3R (100%) at a 12-month base salary of \$115,000. Mr. Sathyakumar Kuntaegowdanahalli will have an appointment as Senior Research Scientist in I3R (100%) at a 12-month base salary of \$115,000.

The start date for these team members will coincide with your start date with the exception of Dr. Abbas, whose start date will be in October 2021. Doctoral biomedical engineering graduate students that are transferring in shall be provided a suitable graduate research assistant contract starting in January 2022.

- In accordance with university policy, you are eligible for reimbursement of moving expenses incurred to move from your previous residence to your new destination in an amount not to exceed 10% of your base salary. The move must occur within 365 days of your start date with the University. Please note, due to changes in tax law, payment (or reimbursement) of moving expenses is subject to federal income tax. Contact your tax professional with any questions regarding tax implications of paid moving expenses. Should you resign your position within twelve (12) months of employment, you will be required to repay the University all money received for moving expenses. Please review the University's Moving Expense Policy <http://vcfa.uark.edu/policies/fayetteville/vcfa/4111.php> to understand applicable limitations before incurring any moving- related expenses. A staff member in the department will work with you to ensure compliance with university policy.

The position of Director is for a five-year renewable term. State and University policies regarding administrative service affirm that faculty serving in administrative positions are evaluated annually on the basis of their performance of assigned responsibilities. College policies on faculty service are designed to recognize and reward meritorious service by merit salary raises. Your annual evaluations will be conducted by the VCRI with input from the VCED and you will receive a letter from the VCRI providing details of your performance in the administrative and scholarly missions of the University.

On behalf of the University of Arkansas, I am very happy to extend this offer. We feel that the University of Arkansas, Fayetteville, provides excellent opportunities for a rewarding professional career, and that you can contribute to the exciting development and high impact of I3R.

As with any administrative appointment and consistent with University policy, we reserve the right to end your service as Executive Director of the Institute for Integrative and Innovative Research (I3R) at any time during any given 5-year period based upon the best interests of the university. In all instances, this offer, and the terms and conditions of your employment are subject to all applicable policies of the Board of Trustees of the University of Arkansas and of the institution. Also, this letter and applicable policies of the University contain the entire understanding between us, and there are no agreements, whether written or oral, regarding your employment other than those contained in this letter. Prior to the start of your employment, you will be required to provide an official copy of your final transcript for your terminal degree indicating the date of conferral.

