



ST. FRANCIS XAVIER UNIVERSITY

12 July 2019

Dr. Richard Isnor



FILE COPY

Dear Richard,

I am pleased to write you with this offer of a re-appointment as Associate Vice-President Research and Graduate Studies effective January 1, 2020.

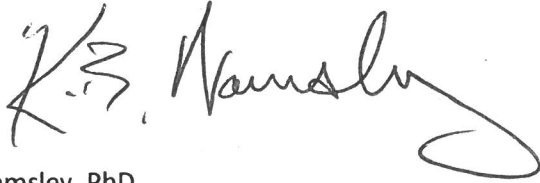
The following are some of the conditions of this appointment.

1. This appointment as Associate Vice-President Research and Graduate Studies will be for a six (6) year term. At the request of either party, and subject to a full University review of your performance, this position may be renewed for an additional term, the length of which would be determined by the University at that time.
2. Your salary from January 1, 2020 will start at \$124,506 at Step 3016 of the Associate Professor Rank. You will continue to receive all adjustments to academic benefits and scale per negotiated agreements with the AUT. These adjustments are made annually on September 1.
3. You will receive an annual administrative stipend of \$35,000 while you are Associate Vice-President.
4. You will be entitled to an administrative leave of two months per year served to be taken at the end of your six year term to a maximum of 12 months. This administrative leave is specifically devoted to renewing your teaching skills and materials to enable a successful return to the classroom. The salary during the administrative leave will be appropriate to your professional rank at that time, and will not include the administrative stipend. At the end of your leave, you will be eligible to return to an Associate Professor position in the Department of Political Science.
5. Within six (6) months of this appointment you will establish objectives for the first three years of your term in consultation with the Academic Vice-President and Provost. Thereafter these goals will be revised annually.
6. You will be entitled to up to \$5,000 of annual support for professional development per year for the duration of your term.

7. All other terms and conditions of your contract, dated October 16th, 2014, remain the same.

Richard, I look forward to continuing to work with you in this capacity. Please acknowledge the acceptability of this offer by dating, signing and returning the enclosed copy of this letter to this office.

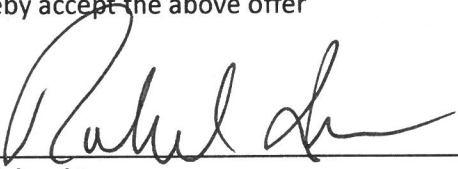
Sincerely,



Kevin B. Wamsley, PhD
Academic Vice-President & Provost

c. Human Resources

I hereby accept the above offer



Dr. Richard Isnor

July 12/2019

Date