

NC STATE UNIVERSITY

919.515.2191 (phone)
919.831.3545 (fax)

June 11, 2009

Dr. Larry A. Nielsen
409 Victor Hugo Drive
Cary, NC 27511

Dear Dr. Nielsen:

As requested by the Board of Trustees, I have reviewed the details regarding your transition to fulltime faculty status in the Department of Forestry and Environmental Resources. In particular, I have reviewed your initial letter of offer, dated June 22, 2005, which was approved by the Board of Trustees, and the May 13, 2009 letter, the contents of which were not considered nor approved by the Board of Trustees.

My conclusion is that key elements of the May 13, 2009 letter are invalid. Chancellor Oblinger did not have the authority to fundamentally alter the contents of the employment agreement, the June 22, 2005 letter, without first getting approval of the Board of Trustees. This approval was not given nor was it sought.

Hence, I consider the conditions of your appointment as Provost and Executive Vice Chancellor for Academic Affairs presented in the June 22, 2005 letter to still be valid. Your appointment as Provost concluded May 22, 2009. Hence, your annualized salary will remain at \$298,700 through November 22, 2009, that is, for six months. Effective November 23, 2009, your annualized salary will be reduced to \$156,715 which appropriately aligns with the salary of comparable faculty in the College of Natural Resources. Thereafter, you will be eligible for annual salary adjustments in concert with normal university practice.

I wish you success in reestablishing the highly productive career you enjoyed as a faculty member prior to assuming administrative duties.

Sincerely,



James H. Woodward
Chancellor

cc: The Honorable Bob Jordan, Chairman, Board of Trustees
Dr. Warwick Arden, Interim Provost and Executive Vice Chancellor

bc: President Erskine Bowles
Members, Board of Trustees