

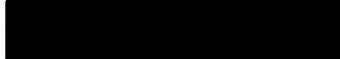


Executive Office of the President

NOTICE OF REAPPOINTMENT

July 02, 2015

Joe G Garcia



Department: Senior VP Health Sciences 6801

EmplID: [Redacted]

Current Status: Active

The following appointment(s) with the University of Arizona has/have been approved. This Notice of Reappointment incorporates any authorized agreements or letters of offer you have signed with either your department or college that contain specific conditions related to your employment with the University of Arizona.

Senior Vice President, Health Sciences (Year-To-Year) in Senior VP Health Sciences, effective from July 01, 2015 through June 30, 2016 at 1.000 FTE, with an annualized fiscal base salary of \$810,000.00. You will also receive the following additional annualized component(s) of pay: administrative stipend of \$60,000.00. This appointment is subject to and incorporates the provisions of *Arizona Board of Regents (ABOR) Policy Manual*, Policy 6-101, Conditions of Administrative Service, and Chapter 5 of the *University Handbook for Appointed Personnel (UHAP)*. Should you discontinue or change the conditions of your administrative appointment, a new salary will be determined by the President or her designee on the same basis as all other salaries.

Your appointment also includes the following titles:

Professor, Medicine (Tenured). This appointment is subject to and incorporates the provisions of *Arizona Board of Regents (ABOR) Policy Manual*, Policy 6-201, Conditions of Faculty Service, and Chapter 3 of the *University Handbook for Appointed Personnel (UHAP)*.

Salaries at the University may be funded from a variety of sources, including state appropriations, and other non-state appropriated sources, such as retained tuition dollars, grants, contracts, clinical revenue, or other funds earned by the institution. Your salary is funded by state appropriations/non-state appropriated sources. In the event these non-state appropriated funds are no longer available, your FTE and/or salary could be reduced, or your appointment could be terminated if you are not in a tenured or continuing status appointment.

If your appointment(s) is not intended to extend beyond six months or you have an adjunct faculty appointment(s), you will not be entitled to a notice of non-renewal or review with respect to the short-term or adjunct appointment(s) listed on this document.

In the past, the University has implemented a furlough plan as a cost-saving measure, as directed by ABOR. Should additional furloughs be approved, you will be notified in accordance with duly adopted furlough plan guidelines, and will be required to comply with any such measures during the course of your employment. If furloughs are implemented, applicable information will be made available by the Division of Human Resources.

Sincerely yours,

Ann Weaver Hart, President

By accepting this appointment under the conditions stated above, I agree that I am subject to ABOR Conditions of Service and corresponding provisions of the UHAP, as referenced above.

I understand that employment status changes such as leaves of absence and FTE modifications that occur during the Fiscal Year will be reflected on a Personnel Action Form (PAF), and will be available through my department's business office and UAccess.

I agree to comply with the rules, regulations, and policies of the University of Arizona and the Arizona Board of Regents related to my appointment, including, but not limited to, the intellectual property policies as from time to time amended and the standards of professional conduct referenced in policies of the University.

I hereby assign to the Arizona Board of Regents all my right, title and interest to intellectual property created or invented by me in which the Arizona Board of Regents claims an ownership interest under its Intellectual Property Policy (the "ABOR IP Policy"). I agree to promptly disclose such intellectual property as required by the ABOR IP Policy, and to sign all documents and do all things necessary and proper to effect this assignment of rights. I have not agreed (and will not agree) in consulting or other agreements to grant intellectual property rights to any other person or entity that would conflict with this assignment or with the Arizona Board of Regents' ownership interests under the ABOR IP Policy.

Signed Joe G Garcia Dated this 03 day of August, 2015.

Please accept this appointment within 14 days (for fiscal appointees) or 30 days (for academic appointees).