

SAINT MARY'S COLLEGE

NOTRE DAME, INDIANA 46556

July 21, 1972

Dr. Edward L. Henry
851 North 28th Avenue
St. Cloud, Minnesota 56301

Dear Dr. Henry:

It is with pleasure that I extend to you the appointment as President of Saint Mary's College. The term of this appointment will be for three years, from July 1, 1972 to June 30, 1975 and will be governed by the following conditions:

1. You will immediately receive status as a member of the tenured faculty with the rank of full professor in the Department of Political Science. As a tenured faculty member your salary, should you resume that role at Saint Mary's, would be computed on the assumption that you have been a full professor at Saint Mary's since 1957, the year you acquired that rank at Saint John's.
2. While performing the duties of President, your salary will be at the rate of \$40,000 per year for the years 1972-73, 1973-74, and 1974-75, beginning July 1, 1972 and payable monthly.
3. You will be entitled to all fringe benefits as set forth in the personnel handbook, a copy of which is enclosed with this letter. Participation in the TIAA retirement program will be available immediately.
4. While performing the duties of President, you will be entitled to a housing allowance of \$250.00 per month or a total of \$3,000 per year. Should you so desire, Saint Mary's College is prepared to loan you funds to purchase a residence in which case the above allowance would be used to offset the monthly loan payment. This loan will be covered in a separate agreement but can be a maximum of \$40,000 to be paid over 20 years and bear interest at the rate of 5% per year.
5. Saint Mary's College will pay the moving expenses for you and your family from Saint Cloud, Minnesota to South Bend, Indiana.
6. While performing the duties of President, Saint Mary's College will provide:
 - a. Regular session tuition scholarships not exceeding four years or to the bachelor's degree for your daughters who may attend Saint Mary's College.

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- b. An equivalent amount in cash will be provided during your term as President for your sons for regular session undergraduate education not in excess of four years or the bachelor's degree.
 - c. In the event that Susana Jane elects to continue her education at another institution, she will receive an amount that is equal to the lesser of Saint Mary's tuition or her actual tuition at the institution where she attends. This will apply to the remaining two years of her program.
7. In addition to the compensation provided in Number 2, Saint Mary's will reimburse you for all items of traveling, lodging, and miscellaneous expense incurred while you are away from South Bend on the business of Saint Mary's. Such payments shall be made by Saint Mary's upon submission by you of a signed statement itemizing the expenses you incurred while away on business.

We are happy that you have accepted our offer of the Presidency of Saint Mary's College and we believe that you will achieve much for Saint Mary's College in this capacity.

Sincerely yours,

Mother M. Olivette C.S.C.

Mother M. Olivette, C.S.C.
Chairman
Board of Trustees

Encl.

cc: P. Jordan Hamel, Chairman, Finance Committee
Jason Lindower, CPA, Controller
Francis Jones, Attorney

Accepted

Edward L. Henry
Edward L. Henry, Ph.D.

Date

July 22, 1972