



January 6, 2020

Dr. Vistasp M. Karbhari  
President  
The University of Texas at Arlington  
Post Office Box 19125  
Arlington, Texas 76019

Dear Vistasp:

I am writing to memorialize our agreement regarding your plans to step down as president of The University of Texas at Arlington following the current academic year.

At the outset, I want to reiterate my acknowledgement of the many positive advances at UTA during your more than seven years as president. Your attention to access, affordability and completion, and your focus on expansion of degree programs and enrollment in areas important to the future of Texas, are to be commended. I have been especially pleased with the progress you and your colleagues have made in increasing the enrollment of students of color. I am also grateful for UTA's recognition of its outstanding service to students with military experience. You have much to be proud of, and UTA is in a strong position today.

You have advised me that you plan to announce early this semester your plans to transition from the role of president to that of a member of the faculty of UTA following the current academic year. Pursuant to the terms of your appointment, you hold tenure as a faculty member in the departments of civil engineering and mechanical and aerospace engineering. The salary for your academic appointment will set at the average of the three highest faculty salaries in the department of mechanical and aerospace engineering. You will also be entitled to a faculty development leave to prepare for assuming your faculty position. The terms of such leaves are controlled by state law, and pursuant to Texas Education Code Section 51.948, you will have an opportunity for a faculty development leave at one-half the annual academic salary for a full academic year, or the full academic salary for one-half academic year.

As we both understand, it is important to the momentum of UTA that we can provide for a smooth transition to a new president. Accordingly, my understanding is that your announcement will be no later than January 31, 2020. I anticipate that the search for and appointment of a new president will require the spring and summer months; therefore, your final day as president will be August 31, 2020. We will work together to coordinate an announcement in January.

Thank you for your continuing service to The University of Texas at Arlington.

Sincerely,

James B. Milliken  
Chancellor

JBM:bc