

**Subject:** Re: my agreement  
**Date:** Friday, February 7, 2014 at 10:54:25 AM Central Standard Time  
**From:** Ronald Walters  
**To:** Douglas Baker

Great, and thank you! I'm grateful to be a part of something so important and interesting, and very much appreciate the level of enabling trust you place in me.

On Feb 6, 2014, at 7:06 PM, Douglas Baker <[ddbaker@niu.edu](mailto:ddbaker@niu.edu)> wrote:

Ron, I concur with your assessments of the situation and the preferred way to resolve the situation so that you are equitably compensated. Dori and I will confirm this is the best route as per our personnel policies and let you know. It is important you continue your work with NIU during this critical period of change. It has been a productive relationship and greatly benefited the institution. Much appreciated! Doug

**From:** Ronald Walters <[ron@ecotonepartners.com](mailto:ron@ecotonepartners.com)>

**To:** Douglas Baker <[ddbaker@niu.edu](mailto:ddbaker@niu.edu)>

**Date:** 2/6/2014 7:25 PM

**Subject:** my agreement

Doug –

Per our 1/25 15th floor conversation, I am proceeding with the understanding that we should be letting the needs dictate my level of engagement for the time being, not the boundaries set by the payment schedule that was put into place 10/13. At the same time, we are both clear that it is my desire not to be extending my hours or my time of engagement any more than necessary. My commitment is to the success of NIU and your presidency, seeing it through this critical period, and being back on my island as much and as soon as possible.

I'm attaching a spreadsheet showing my hours billed and paid to date, and a "projection" to the end of the calendar year. This is the same spreadsheet I provided you last October, with updates for actual hours billed since then. As you can see, as of the end of January my cumulative time billed exceeds payment by 294 hours. I currently am paid at the rate of 90 hours/month. So, even if I stopped working at all as of February 1, it would take 3 1/2 months of payments to catch up.

I've also attached my most recent timesheet as submitted to Celeste. Please note that I continue to be conservative in entering my hours. For example, our recent sweat-lodge week shows up as 8 hour days.

My understanding is that the existing instructions given to payroll is for my payments to end June 30.

Happy to discuss.

Ron

# Personnel Action Form



NEW       CHANGE/UPDATE

Date: \_\_\_\_\_

FACULTY   
  CIVIL SERVICE   
  SPS   
  AFFILIATE   
  EXTRA HELP/PHI   
  GA   
  STUDENT

### Action/Reason

Effective Date: 03/01/2014	Action/Reason Code: SAL-Salary adjustment	Add Additional Action/Reason
Effective Date: 03/01/2014	Action/Reason Code: <i>Reappointment</i> <del>APC-Appointment End Date Change</del>	

### Personal Data

Employee ID: (Leave blank for new employee) \_\_\_\_\_ Employee Name: (Last, First Name or Initial, Middle Name or Initial)  
**Walters, Ronald**

### Job Data

Position Number: <b>35995</b>	Job Code: 5000	Employee Type: <input type="radio"/> REGULAR <input checked="" type="radio"/> TEMPORARY	FTE: (Other) _____ 10%
Appointment End Date: 12/31/2014	Comp Rate: (Hourly or Semi-Monthly) \$15,000.00	Base Position Funding Change: <input type="radio"/> YES <input type="radio"/> NO	
Department: SA00000: Presidents Office	Location: AL 300: Altgeld Hall 3C	Mail Drop: (If different than Department) _____	

### Contract Data

Contract Amount: \$105,625.00	Annual Contract Amount:	Contract Months:	Intent to Rehire <input type="radio"/> YES <input type="radio"/> NO
Contract Begin Date:	Contract End Date:		If yes, for how many months: _____ (This is not a reemployment commitment.)

### Tenure Status

Faculty Rank/Prefix:     Asst Prof     Assoc Prof     Prof

Tenure Start Date: \_\_\_\_\_ Tenure Department: \_\_\_\_\_ Total Years: \_\_\_\_\_ Tenure Eligibility Date: \_\_\_\_\_

Years experience at rank of instructor or above in higher education at NIU: \_\_\_\_\_ At other institutions: \_\_\_\_\_

### Comments

Extension of appointment and salary adjustment for increase in hours worked.

Fund Advisor: _____	Date: 2/25/14	College/Division: _____	Date: _____	
Department: _____	Date: _____	Office of the Provost / Vice President: _____	Date: _____	Graduate School: _____
Grants Fiscal Administration: _____	Date: _____	President / HRS: _____	Date: 12/28/14	

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