

22 December 2020

Jon Zubieta  
108 Hatherly Road  
Syracuse, NY 13224

Dear Jon,

I would like to congratulate you on a distinguished career and thank you for your many years of dedicated service to the College of Arts and Sciences and Syracuse University. This letter provides important information regarding your retirement and is sent with the concurrence of Associate Provost for Faculty Affairs LaVerda N. Reed and Vice Chancellor and Interim Vice Chancellor and Deputy Zhenhua (Glen) Li.

During the Spring 2022 semester, you return from leave and you will perform your regular full-time faculty responsibilities consisting of teaching, research, and service. During the Fall 2022 semester, you will be granted a paid administrative leave with benefits and your regular compensation will be reduced by 50 percent. No duties will be required from you during this semester of leave.

During the Spring 2022 semester, you will return from leave and you will be expected to do the following:

Throughout the period of this arrangement, your teaching, research, and service requirements will be  
proportionate to your arrangement with the Chair of your department and your compensation will be proportionate

Your pensioned disability fee benefits prior to your retirement will be contingent upon satisfying the

requirements of each benefit plan, and such requirements will include the need to work a minimum number

This Agreement supersedes any other agreement or understanding between you and the University. [Redacted]

As you can appreciate, the terms of this arrangement should be kept confidential – this arrangement is really a private matter between you and the University. Therefore, you may not disclose any of the terms of this Agreement to anyone other than your immediate family, tax advisors or legal counsel.

Thank you for the many contributions that you have made and will continue to make to the University. [Redacted]

Entered on Behalf of Syracuse University by

December 22, 2020

Date

Zhanji  
Interim Vice Chancellor and Provost

I accept the Agreement as described above.

Jon Zubieta

Date

cc: LaVonda N. Reed, Associate Provost for Faculty Affairs  
Kristen Otter, Senior Benefits Specialist, Human Resources

Encl: Syracuse University Retiree Benefits Summary