

February 14, 2007

Mr. Matt D. Williamson

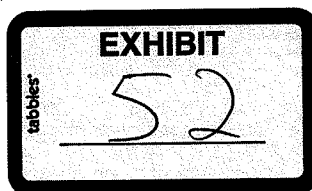


Dear Matt,

On behalf of the College of Law, I am very pleased to offer you a full-time academic year, non-tenure track appointment as a Legal Analysis, Writing, and Research Lecturer, beginning July 1, 2007 at a salary of \$62,500. According to University policy, this appointment is for one academic year (nine-months). It may be renewed annually. Assuming positive annual reviews, you may expect that the appointments will be renewed for a total of three years, subject to the availability of funding. Our Legal Analysis, Writing, and Research Program (the "Program") will be reviewed in its third year. Assuming that the Program continues, you will be eligible for further reappointments thereafter. If your contract is not to be renewed, you will be notified at least three months in advance of the end of your current appointment.

This position will require you to teach two sections of Legal Analysis, Writing, and Research each semester. In accordance with the Program's guidelines, you will be responsible to develop writing and oral-presentation assignments, to read or observe and grade the students' work, provide individualized feedback, and provide classroom instruction. For your initial year in this program, we will pay \$6000 for work performed during the summer to prepare for the launching of the program.

The University of Iowa offers a full array of benefits for its faculty that add considerably to the value of their salary. The majority of the benefits at the University fall under a flexible benefits, or cafeteria-style, program. You will receive a flexible benefits credit from the University which you may divide among many benefit options to best suit your personal needs. Options include four medical insurance programs, three dental plans, life insurance, medical and dependent care spending accounts, and others. Insurance coverage is available for you, your spouse or domestic partner, and your children (providing you have health insurance responsibility for them). All faculty participate in the University's group life insurance program with a minimum coverage of one times your salary or \$50,000, whichever is less. The University participates in the TIAA/CREF retirement



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program. For this program, the University contributes 10% of your annual salary less \$160 per year, and you contribute 5% of your annual salary less \$80 per year (the reductions are only for the first five years of employment). Your contributions are excludable from taxable income until retirement (subject to tax law and regulations). Any questions concerning the benefit programs available may be directed to the University Benefits Office (319-335-2676). More information is available at <http://www.uiowa.edu/hr/benefits/>

The College of Law will allocate funding to provide you with at least one ¼-time student research assistant each semester. That assistant can help you develop assignments for your students, although you will be responsible for their instruction.

The College of Law will provide up to \$1,300 annually in what is commonly referred to as an office account. In accordance with the College's policy, this account provides the faculty member with some flexible monies towards a conference, subscriptions, memberships, etc. In addition, the College of Law will pay for your registration, travel and attendance at the AALS conference for new law teachers in the Washington, D.C.

As your appointment is on an academic year basis, you will be free to pursue consulting or other employment opportunities during the summer months. We will make reasonable efforts to assist you in locating such opportunities connected with the University of Iowa that might be of interest to you.

You should plan to attend the University-wide Orientation for New Faculty and Staff conducted by the University Benefits Office after you arrive. It will provide you with the information you need to choose your flex benefits. The University Benefits Office will contact you directly about the time for this event.

The Office of the Provost also schedules a University-wide orientation program for new faculty each fall semester, including a dinner in the evening. The Office of the Provost will contact you about the schedule for this event.

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My Colleagues and I are very enthusiastic at the prospect of having you join us as a member of the faculty. We are especially excited about the opportunity to have your participation in building what we expect will be a wonderful program for our students. We think you will find both the University and the local community an excellent environment in which to live and work.

Best,

Carolyn C. Jones
Dean and F. Wendell Miller Professor of Law

I have read this offer and accept the terms of appointment described herein.

Signature: _____ Date _____
Matt D. Williamson