



October 27, 2023

Mr. Scott Duguay
Vice Provost
Students, Recruitment, and Enrolment Management
Acadia University


Dear Scott:

I am pleased to extend you an update to your employment contract originally signed on May 1, 2019, with the following terms:

1. Effective immediately, your new title will **Vice President Student Experience** and you will assume the executive responsibilities of a Vice President and as a member of the Senior Leadership Team.
2. You will report directly to the University President, and you will be reviewed annually by the President.
3. Your salary will be increased to \$205,000 per annum effective July 1, 2023, with yearly increases subject to annual performance reviews.
4. There will be no other alterations to the current terms and conditions of your employment.

I want to thank you personally for accepting this senior role during a time of transition. Your commitment to our students, to your colleagues, and to Acadia is commendable and will be of immense benefit to me in my new role as President. I look forward to continuing working with you. If these terms are acceptable to you, please sign below and return the original copy to the President's office.

Sincerely,


Jeffrey J. Hennessy, Ph.D.
President and Vice-Chancellor


Signature

October 27, 2023
Date

c: Human Resources
Associate Vice-President Finance and Treasurer