



# Smithsonian Institution

The Board of Regents

May 22, 2018

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the United States

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the United States

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Dr. David J. Skorton

Dear David:

On behalf of the Board of Regents, I am extremely pleased that you have agreed to continue as Secretary of the Smithsonian Institution over the next five years. Your continued leadership, as the five-year strategic plan developed under your guidance is implemented, is of utmost importance to the Board of Regents.

As reflected in the executed agreement, you will continue to serve as the Chief Executive Officer of the Smithsonian, with such authority and duties as set forth in the Charter and Bylaws, and as established by the Board of Regents and the Executive Committee. You will carry into effect the policies and programs approved by the Board of Regents and those provided in applicable law and regulation. You will have responsibility and authority for appropriate and sound management of the administrative, fiscal and personnel aspects of the Smithsonian within the established parameters of applicable Federal laws and Smithsonian policies.

Among the overarching goals and responsibilities of the Secretary are to advance the intellectual mission of the Smithsonian by crafting a compelling vision for its programs; to promote the public's engagement in its activities and operations; to secure the necessary support from the Smithsonian's many key stakeholders, including the Congress, the Smithsonian staff, and the public; to extend the reach of the Smithsonian to reflect the diversity of America; to ensure intellectual vibrancy and vigor in its pursuits; and to build on the meaningful and constructive partnership with the Board of Regents.

In addition to the other terms of employment, your base salary for 2018 will be \$859,793, paid bi-weekly in accordance with the Smithsonian's normal payroll practices. You will be eligible to be considered for an increase in 2019 in accordance with the established compensation policies.

The Board is excited by the five-year strategic plan developed for the Smithsonian under your leadership, and we look forward to working with you toward the successful implementation of the strategic plan.

Thanks for your hard work and dedication on behalf of the Smithsonian, and thereby on behalf of the country.

Sincerely,

David M. Rubenstein

Chair