**TENURE TRACK FACULTY**

**REGULAR, RESEARCH, LIBRARY, PSYCHOLOGIST OR EXTENSION**

*For assistance, contact the Provost’s Office: 885-6036*

Date

Name

Address

City, State, Zip

Country

Dear \_\_:

I am pleased to offer you a tenure-track, full-time position in the Department of \_\_ in the College of \_\_, at the University of Idaho as \_\_ of discipline expertise. The effective date of your appointment is Monday, August 14, 2017, the first day of the academic year at the University of Idaho. Classes begin on Monday, August 21, 2017. Your salary will be $\_\_ on an academic year basis. Salary will be paid in bi-weekly installments on the usual paydays of the University. This appointment is based on your successful completion of a criminal background check.

**Fiscal Year Appointment Paragraph (remove if AY and use above)**

I am pleased to offer you a tenure-track, full-time position in the Department of \_\_ in the College of \_\_, at the University of Idaho as \_\_ with rank of \_\_ discipline expertise. The effective date of your appointment is \_\_, the first day of the fiscal year at the University of Idaho. Your salary will be $\_\_ on a fiscal year basis. Salary will be paid in bi-weekly installments on the usual paydays of the University. This appointment is based on your successful completion of a criminal background check.

**Your appointment has the following contingencies:**

[If applicable and subject to \_\_ insert contingencies here: e.g., obtaining professional licensure, pre-employment drug testing, or education verification, etc.]

Go to the page following the signatures of this template to select and choose the correct promotion and tenure paragraph to paste here.

Consistent with the mission of a land-grant university, you will be expected to contribute to education, research/creative performance/scholarship, and service/outreach functions.  Initially, the division of your responsibilities will approximate \_\_\_% instruction/advising; \_\_\_% research, creative activities and scholarship; \_\_\_% outreach and extension; \_\_\_% university service & leadership, as described in the position announcement.  This will become basis for your initial position description that will be negotiated annually with your chair to meet the strategic goals of the department, college, and University.  Specifics include: [list the mutually beneficial elements of the hire as appropriate, some examples are below]

* X undergraduate/graduate course per semester
* Transfer of current grants totaling $X
* Increase our extramural support by $X
* As applicable, add other conditions of hire; for example: We will provide you with \_\_ in startup funds related to the establishment of your assignment here at the University of Idaho.

**[Remove this paragraph when faculty begin after the date of orientation]**

It is expected that you participate in the New Faculty Orientation program scheduled for the week of August 14, 2017.  These first days at the University of Idaho will provide you with the opportunity to learn about your new institution; introduce you to the culture, its shared values, and key university policies. You will receive detailed information from the Vice Provost for Faculty closer to this date, but please plan your arrival to Idaho in time to participate.

**Moving Expense:**

* Reimbursement of allowable moving expenses has been approved up to a maximum of $\_\_\_\_\_.
* Allowable moving expenses include transportation of household goods, relocation of your family, transportation of two personal vehicles, and a house-hunting trip.  Julia McIlroy ([juliam@uidaho.edu](mailto:juliam@uidaho.edu) -- 208/885-6123) of Purchasing Services will assist you with your relocation.
* Household moves are governed by Idaho State Board of Examiners policy, which requires repayment of a move allowance by an employee who **voluntarily** resigns within 12 months of appointment.
* University policy, APM 60.41.I, requires an employee who voluntarily resigns within the first year of employment to repay all reimbursed moving expenses. An employee who receives moving expense reimbursement exceeding $5,000 and who voluntarily resigns more than one year and less than two years from the beginning date of employment will be required to repay the amount of reimbursement that exceeded $5,000.

You are encouraged to participate in New Employee Welcome (NEW). This orientation will introduce you to the University of Idaho’s culture, its shared values, and key University policies. NEW is available to take online anytime through the PDL Training Portal. <http://www.uidaho.edu/human-resources/pdl/new-employee-resources>.

This position is eligible for health benefits, retirement, certain types of leaves depending on your appointment, and other optional benefits. To learn more about your benefits and the costs associated, please attend Benefits Orientation, hosted by Benefits Services. This orientation will provide an overview of insurance coverage and retirement plan options along with a question and answer session to help you choose the best plan for you. These sessions last approximately two (2) hours and are available twice a month. To view the schedule and register, please visit <http://www.uidaho.edu/human-resources/benefits/orientation-events> or call Human Resources at 208-885-3638.

To avoid delays in setting up your benefit plan and payroll, please visit Human Resources or your off-site administrator on or before your first day of work. Note that your employment is also contingent upon verification of your eligibility to work in the United States pursuant to federal law. This requires that you satisfactorily complete an I-9 form as required by the Department of Homeland Security/US Citizenship and Immigration Services on or before your first day of work. Appropriate pieces of identification establishing your identity and employment eligibility are required to complete the necessary paperwork. For a complete listing of appropriate identification contact Human Resources at 208-885-3638. The Human Resources Office is located at 415 W. 6th St. in Moscow. This information is also available at this link, <http://www.uidaho.edu/human-resources/employees/new-employees>.

The terms of your employment are subject to the Governing Policies and Procedures of the Regents of the University of Idaho and the policies and procedures of the University of Idaho including without limitation those in the Faculty-Staff Handbook and Administrative Procedures Manual as they exist or may be amended. This Letter of Agreement and the other documents referenced herein constitute the entire agreement with respect to the terms of your employment. There are no oral or other written agreements relative to your employment. This Letter of Agreement may be modified only by written agreement, signed by all the parties. Any changes to this Letter of Agreement shall be deemed to be a non-binding counter-offer.

These are exciting times for the department, and I know there will be many opportunities for you to contribute professionally to it, as well as to the college and university. I look forward to working with you. If you have any questions about this offer, please do not hesitate to contact me. I would appreciate your letting me know your decision as soon as possible, preferably by \_\_. *[choose a date to allow appropriate processing]*

Sincerely,

Dean

College of \_\_

I accept the terms of this appointment as stated above.

|  |  |  |
| --- | --- | --- |
| [Name of candidate] | | Date |
|  | |  |
| *The library is developing a research-focused discovery tool called* [*VIVO*](https://vivo.nkn.uidaho.edu/vivo/) *that is made of networked faculty profiles. Faculty profiles in VIVO resemble interactive CVs, with links to publications, research areas, grants and theses advising for graduate students. Additionally, VIVO can create visualizations to illustrate publication history, co-author or co-investigator networks, and plot the number of publications per discipline in a map of science to visualize cross-disciplinary collaboration at the university.*  *By initialing below, you are permitting the library to have access to your CV via the Office of the Provost and Executive Vice President.* | | |
|  | *I give the library access to my CV for the purpose of creating my VIVO profile.* | |

**Original**

**signed letter:** Office of the Provost and Executive Vice President

**Copy of**

**signed letter:** Dean

Department Chair

Human Resources

Purchasing Services

Enclosures: Employment Agreement Concerning Patents and Copyrights

Required Disclosure of Conflicts

[Remove below unless applicable]

<http://www.uidaho.edu/apm/60/41> [Moving Expenses]

<http://www.uidaho.edu/apm/70/02> [Travel Overview]

<http://www.uidaho.edu/apm/70/04> [Travel Entitlements]

**PROMOTION AND TENURE PARAGRAPHS (APPROVAL FOR CREDIT IS REQUIRED PRIOR TO OFFER)**

**ASSISTANT PROFESSOR STANDARD TENURE AND PROMOTION SCHEDULE**

You are scheduled to be considered for tenure and promotion, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies 3520 and 3560.* Tenure is a mandatory consideration in the 6th year; promotion and tenure are typically considered together and you will be considered during the \_\_-\_\_ academic year for both promotion and tenure. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure and promotion. A third year review is conducted between your 24th and 36th month of employment, which will be academic year \_\_-\_\_.

**ASSISTANT PROFESSOR TENURE AND PROMOTION WITH CREDIT**

You have been granted [x] years credit toward both tenure and promotion and are scheduled to be considered for both, subject to Regent and University policies, as early as the \_\_-\_\_ academic year according to the schedules outlined in *Faculty-Staff Handbook policies 3520 and 3560.*  Tenure is a mandatory consideration in the 6th year; promotion and tenure are typically considered together and you will be considered no later than the \_\_-\_\_ academic year for both promotion and tenure. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure and promotion. A third year review is conducted between your 24th and 36th month of employment; given the credit you have been granted with this appointment, your review is scheduled for as early as the \_\_-\_\_ academic year and should be completed before the end of the 36th month of employment.

**ASSOCIATE PROFESSOR NO CREDIT TENURE AND PROMOTION**

You are scheduled to be considered for tenure and promotion, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies* *3520 and 3560.* Tenure is a mandatory consideration in the 4th year when appointed as an associate professor; you will be considered during the \_\_-\_\_ academic year. Associate professors are considered for promotion during the 7th year; you will be considered during the \_\_-\_\_ academic year. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure and promotion. A third year review is conducted between your 24th and 36th month of employment, which will be academic year \_\_-\_\_.

**ASSOCIATE PROFESSOR PROMOTION CREDIT AND TENURE-- NO CREDIT**

You are scheduled to be considered for tenure and promotion, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies 3520 and 3560.* Tenure is a mandatory consideration in the 4th year when appointed as an associate professor; you will be considered during the \_\_-\_\_ academic year. Associate professors are considered for promotion during the seventh year; you have been granted [x] years credit toward promotion and can be considered as early as the \_\_-\_\_ academic year but not later than the \_\_-\_\_ academic year. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure and promotion. A third year review is conducted between your 24th and 36th month of employment, which will be academic year \_\_-\_\_.

**ASSOCIATE PROFESSOR TENURE CREDIT AND PROMOTION-- NO CREDIT**

You are scheduled to be considered for tenure and promotion, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies 3520 and 3560.* Tenure is a mandatory consideration in the 4th year when appointed as an associate professor; you have been granted [x] years credit toward tenure and can be considered as early as the \_\_-\_\_ academic year but not later than the \_\_-\_\_ academic year. Associate professors are considered for promotion during the seventh year; you will be considered during the \_\_-\_\_ academic year. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure and promotion. If you are not considered for tenure between the 24th and 36th months of employment, a third year review will be conducted during academic year \_\_-\_\_.

**ASSOCIATE PROFESSOR TENURE CREDIT AND PROMOTION CREDIT**

You are scheduled to be considered for tenure and promotion, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies* *3520 and 3560.* Tenure is a mandatory consideration in the 4th year when appointed as an associate professor; you have been granted [x] years credit toward tenure and can be considered as early as the \_\_-\_\_ academic year but not later than the \_\_-\_\_ academic year. Associate professors are considered for promotion during the 7th year; you have been granted [x] years credit toward promotion and can be considered as early as the \_\_-\_\_ academic year but not later than the \_\_-\_\_ academic year. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure and promotion. If you are not considered for tenure or promotion between the 24th and 36th months of employment, a third year review will be conducted during academic year \_\_-\_\_.

**FULL PROFESSOR NO CREDIT TENURE**

You are scheduled to be considered for tenure, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies* *3520.* Tenure is a mandatory consideration in the 4th year when appointed as a professor; you will be considered during the \_\_-\_\_ academic year. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure. A third year review is conducted between your 24th and 36th month of employment, which will be academic year \_\_-\_\_.

**FULL PROFESSOR TENURE CREDIT**

You are scheduled to be considered for tenure, subject to Regent and University policies and according to the schedule outlined in the *Faculty-Staff Handbook policies* *3520.* Tenure is a mandatory consideration in the 4th year when appointed as a professor; you have been granted [x] years credit toward tenure and can be considered as early as the \_\_-\_\_ academic year but not later than the \_\_-\_\_ academic year. When you arrive on campus, your department chair will meet with you to discuss specific duties for the upcoming year, including the teaching schedule and research expectations, as well as criteria, expectations and progress towards tenure. If you are not considered for tenure between the 24th and 36th months of employment, a third year review will be conducted during academic year \_\_-\_\_.

**TYPICAL AND/OR COMMON CONTINGENCY LANGUAGE IF APPROVED IN HIRING PROPOSAL**

**ABD APPOINTMENTS**

**Spring start**

Please note that if you have not completed all requirements for your terminal degree prior to (contract start date) your salary will be reduced by ($5,000 sample) and you will be appointed to a non-tenure track, temporary acting faculty position for the remainder of the academic year (year) or until credentials are received. If you do not have the terminal degree by (date typically new FY), you will be given a terminal contract for (academic contract year date), and no further notice of non-renewal will be provided. Your six-year probationary period toward tenure and promotion will begin only after completion of your terminal degree and upon appointment as an assistant professor; subject to Regent and University policies and as outlined in the Faculty-Staff Handbook.

**Fall start**

Please note that if you have not completed all requirements for your terminal degree prior to (contract start date) your salary will be reduced by ($5,000 sample) and you will be appointed to a non-tenure track, temporary acting faculty position. If you receive the terminal degree during the contract period (contract dates), your salary will be adjusted to ($X annual salary amount) and pro-rated for the remainder of the contract period. If you do not have the terminal degree by (date typically new FY or end of AY date), your faculty appointment will not be renewed and no further notice of non-renewal will be provided. Your six-year probationary period toward tenure and promotion will begin only after completion of your terminal degree and upon appointment as an assistant professor; subject to Regent and University policies and as outlined in the Faculty-Staff Handbook.