**(PLEASE COPY, REVISE AND PRINT TO YOUR DEPARTMENT LETTERHEAD)**

**Model Letter of Offer**

**NEW EMPLOYEE**

**HIRED INTO A TENURE-TRACK OR TENURED, ACADEMIC FACULTY APPOINTMENT**

**This letter of offer and notice of appointment is for a new employee hired into an academic faculty, tenure-track or tenured appointment. For tenure-track appointments, this letter of offer must indicate the date by which a tenure decision must be made. For tenured appointments, this letter of offer must include the conditional language below regarding a successful out-of-cycle tenure review. In the case of international faculty, you must consult with the Office of International Services (OIS) regarding visa options and residency. Do not present this letter to the appointee or make a formal offer of employment until the terms and conditions of the offer in this letter have been approved by your Recruitment team. Please contact employee benefits at 541-737-2805 if you have questions regarding appointment benefits.**

**Important – Current OSU employees accepting new academic faculty fixed-term positions are eligible for salary increases when they had an appointment during the academic year preceding the effective date of the increase and met expectations in their most recent annual review. Exceptions to this rule must be approved by Faculty Affairs.**

**\* 9-Month Academic Year Appointments: September 16 – June 15. An academic faculty member, however, may begin employment on another date during the academic year, as appropriate for the circumstance.**

**Term by term begin and end dates are as follows:**

 **September 16 – December 15**

 **December 16 – March 15**

**March 16 – June 15**

**\* 12-Month Fiscal Year Appointments: July 1 – June 30. A faculty member, however, may begin employment on any date on or after July 1.**

Date

Inside Address

Dear \_\_\_\_\_\_\_\_\_\_\_\_\_\_:

Congratulations (first name)! I am pleased to offer you a [full-time, 1.00 FTE OR part-time, 0.XX FTE] [tenure-track/tenured] position as [Assistant Professor/Associate Professor/Professor] in the [Department/College] of \_\_\_\_\_\_\_\_. This is a [9 OR 12]-month appointment at an annual full-time salary rate of $\_\_\_\_\_ for the period of [\*September 16 to June 15 OR July 1 to June 30]. Your initial appointment begins on \_\_\_\_\_\_\_\_\_\_. We believe that your knowledge, skills, and experience would be a great fit for our [Office/Department/College] and it is our hope that you will enjoy your role and make significant contribution to the overall success of OSU. Please take the time to review our offer as it includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with OSU.

**[If the department is offering salary before the start of the initial appointment:]** The university will also provide salary for the period \_\_\_\_\_\_ to \_\_\_\_\_, at the salary rate of your initial appointment, to assist you in getting started.

[**If the department is offering indefinite tenure upon hire into the appointment:**] Hiring with indefinite tenure will be subject to a successful out-of-cycle tenure review process: https://facultyaffairs.oregonstate.edu/out-cycle-tenure-review-procedure.

While it is the University’s intention to meet all terms and conditions of this letter over time, please note that budgetary and/or operational conditions could result in future alterations to your salary, FTE employment, or other terms and conditions of employment. If that occurs, the University will provide the details of any appointment adjustments with advance notice.

**Academic Faculty Collective Bargaining Agreement statement - Use if appointee is being placed into a *non-supervisory* UAOSU represented position:**

Academic faculty positions with the job title of <Insert Rank> are represented by United Academics of Oregon State University (UAOSU), AAUP/AFT, AFL-CIO. Please be advised that this position is subject to a collective bargaining agreement between the Oregon State University and UAOSU. For more information regarding the contract, please go to the Academic Faculty Resources page: (<https://beav.es/faculty-union-bargaining>).

**Offer Prior to Degree Completion - If the department would like to make an employment offer prior to a candidate’s completion of their required degree(s), the following paragraph must be included. The candidate must complete their academic program and be granted the required degree(s) no later than the start date of their employment. For additional information, go to** <https://beav.es/rankedposition-pdf>**.**

This offer of employment is contingent upon completion of your \_\_\*\*\*\_\_\_ degree by [enter appointment begin date here] \_\_\_\_\_\_\_\_, the start date of your employment. Please provide proof of completion of your degree to [department head or other appropriate department/college administrator] before the start date in order to demonstrate that the contingency has been met.

**OSU Policies and Standards – Use in EACH letter:**

This appointment is subject to all OSU policies and standards, which are incorporated by this reference.

**Vaccination Program Requirement – Use in EACH letter:**

Your employment with Oregon State University is contingent upon completion of OSU’s Vaccination Program Requirements **by your appointment start date**. Visit [https://covid.oregonstate.edu/vaccination-program-requirement](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcovid.oregonstate.edu%2Fvaccination-program-requirement&data=04%7C01%7CRobbin.Sim%40oregonstate.edu%7C83412a2cea6548573ab108d9a48d8999%7Cce6d05e13c5e4d6287a84c4a2713c113%7C0%7C0%7C637721750060723039%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=74DC0vqp19t0pqxQ5cJheL7iciD3%2BOq%2FaJuQELgkyeM%3D&reserved=0) for additional information and program compliance options. If you are unable to access the faculty and staff portal by your appointment start date, or if you have questions, please reach out to employeecovidcompliance@oregonstate.edu. Non-compliance with this requirement will result in discipline, up to and including dismissal with prior notice.

**Work Authorization Requirement – Use in EACH letter:**

This offer is contingent on your demonstration of your authorization to work in the United States for OSU. Ongoing employment will require your continuing ability to demonstrate that you remain authorized to work in the United States for OSU.

**Critical Training Requirement – Use in EACH letter:**

Continued employment is contingent upon your completion of all Critical Trainings assigned to you no later than 60 days after employment and with future recertification requirements. Visit <https://hr.oregonstate.edu/osu-critical-training-program> for additional information about OSU’s Critical Training Program. Non-compliance with this requirement will result in discipline, up to and including dismissal with prior notice.

**Criminal History Check - Use when an offer of employment is contingent upon a satisfactory criminal history check (CHC):**

This position is designated as a critical or security-sensitive position; therefore, you must successfully complete a criminal history check and be determined to be position qualified as per OSU Standard 576-055-0000 et seq. Because you hold a critical or security-sensitive position, you are required to self-report convictions [and because you are assigned youth program duties, your criminal history will be checked every 2 years]. Offers of employment are contingent upon meeting all minimum qualifications including the criminal history check requirement. If this requirement is not met at the time of appointment, your start date will be adjusted to a date after the requirement is met.

**Valid Driver’s License/ Satisfactory Driving History - Use when an offer of employment is contingent upon a valid driver’s license/satisfactory driving history:**

This position requires driving a university vehicle or a personal vehicle on behalf of the university; therefore, the incumbent must successfully complete a motor vehicle history check, possess and maintain a current, valid driver's license in their state of residence, be determined to be position qualified and self-report convictions as per University Policy 05-030 et seq. Offers of employment are contingent upon meeting all minimum qualifications including the motor vehicle check requirement. If this requirement is not met at the time of appointment, your start date will be adjusted to a date after the requirement is met.

**Certification/Licensure Requirements – Use if the appointee is required to have special licenses or credentials as part of the required qualifications (at appointment, or within a certain period of time):**

This offer of employment is contingent upon verification of your \_\_\_\_\_\_\_\_\_\_\_\_\_\_ license/certification by your appointment start date. Please provide your supervisor with proof of this requirement before this date.

**Assigned duties – Use in EACH letter:**

Your position responsibilities are identified in your position description, available from the department.

**Tenure-Track – Use one of the following paragraphs as appropriate:**

Your probationary service will not extend past \_\_\_\_\_\_. By that date, you will either have been granted indefinite tenure, to be effective with your next yearly appointment, or have been given notice that your appointment at OSU will terminate.

**Or, if employee is hired mid-year, and counting the full year:**

While this appointment begins in the middle of the academic year, this partial year *will* count toward the probationary period toward tenure. Thus, by \_\_\_\_\_\_, 20XX, you will have either been granted indefinite tenure, or have been given notice that your appointment at OSU will not be continued.

**Or, if employee is hired mid-year, and NOT counting the full year:**

Since this appointment begins in the middle of the academic year, this partial year *will not* count toward the probationary period toward tenure. Thus, by \_\_\_\_\_\_, 20XX, you will have either been granted indefinite tenure, or have been given notice that your appointment at OSU will not be continued.

**Or, if offering prior service credit, use the following paragraph. If offering more than TWO years prior service credit, the hiring manager MUST obtain prior approval from Faculty Affairs:**

In view of your prior service, the university is granting you \_\_\_\_ years of prior service credit and your relevant teaching, research and service accomplishments achieved prior to arriving at OSU will be considered as part of your OSU tenure dossier. Your probationary service will not extend past \_\_\_\_\_. By that date, you will either have been granted indefinite tenure, to be effective with your next yearly appointment, or have been given notice that your appointment at OSU will terminate.

**Summer Session Appointment – Use if summer session appointment is offered:**

You will also be provided an appointment during Summer Session 20XX to [teach courses/conduct research/engage in scholarship]. This appointment will be full-time/part-time, X.X FTE at your full-time 9-month annual salary rate. **(Add appropriate information to define other conditions of the summer session appointment.)**

**Start-up Package – The start-up package paragraph is optional. However, if it is included, it should state WHAT the department/college is firmly committed to providing in a start-up package, not what the department/college will TRY to achieve. This paragraph should not describe HOW the department/college will deliver its commitments as these are matters internal to the department/college. If you are providing a start-up package, insert your paragraph here. We encourage you to review the sample wording at** [**http://hr.oregonstate.edu/starter**](http://hr.oregonstate.edu/starter)**.**

**Moving Expenses – Use if the employee will a relocation allowance for moving expenses:**

In addition to your salary, you are authorized a relocation allowance of $xxxxx to help defray any costs you may incur for relocation expenses. Under tax laws, all moving expenses may be 100% taxable and reportable. OSU cannot provide tax advice and recommends that you seek the advice of a tax professional. If you voluntarily separate from the university within one (1) year, you agree that you may be required by the university to repay this allowance. For additional information regarding the OSU Relocation Allowance policy, please visit <https://fa.oregonstate.edu/relocation-and-moving>.

**Benefits: Select one of the following paragraphs, as appropriate:**

**Use BOTH PARAGRAPHS BELOW if appointee is eligible for benefits (appointment .50 FTE or greater)**

Visit the “New Employee Onboarding” website at <http://hr.oregonstate.edu/inside-osu> to review health benefit plan options, retirement savings options, and how to enroll. You must enroll in your health benefits **within 30 days** of your hire date. Benefits are generally effective the first of the month after your hire date and completion of the enrollment process. The “New Employee Onboarding” website also contains general information to orient you to OSU including work/life balance topics and resources.

If you are in a retirement eligible position, you will receive the Retirement Plan Notification to your OSU email account in your fourth month of employment. You must Complete and submit the Retirement Election Form by the deadline listed in the notification. Retirement program election must be made by the time you complete six months of service. This is a one-time irrevocable decision for all Oregon Public University employment. Retirement contributions will be made on your behalf by the university after you have served a waiting period of six (6) full months from your hire date. This website contains additional information regarding retirement eligible positions: https://hr.oregonstate.edu/benefits/current-employees/retirement/.

**Use if appointee is NOT eligible for benefits (appointment less than .50 FTE)**

Visit the “New Employee Onboarding” website for new employees at <http://hr.oregonstate.edu/inside-osu> for general information to orient you to OSU including work/life balance topics and resources.

**Personal Demographic Paragraph – Use if appointee has never been employed by OSU (NOTE: A new form MAY be required when rehiring or reappointing a former employee. See the OSCAR Rehire/Reappoint tasks instructional text when rehiring or reappointing a former employee to determine whether or not a new form is required.) The paragraph can be excluded if a form is not required:**

Please complete the enclosed personal demographic form and return it to \_\_\_\_\_\_\_\_\_\_. This will speed up your access to campus services.

**Technology Transfer Statement – Use one of the following paragraphs, as appropriate:**

**Use if a Personal Demographic form is required:**

Oregon State University has a technology transfer program. All OSU employees are required to sign an agreement concerning the rights to technology developed during their employment at OSU. If you would like additional information, including rights to a royalty share, contact the Office of Commercialization and Corporate Development, Kerr Administration Building A312, (541) 737-3888.

**Use if a Personal Demographic form is NOT required:**

The technology transfer agreement signed at the time of your original employment with OSU will remain in effect.

**Acceptance Statements – Use in EACH letter:**

If you find this offer to be acceptable, please sign the letter in DocuSign and you will receive an electronic copy of the final document for your records.

I look forward to your acceptance of this offer.

Sincerely,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[Dean, Director, Department Head/Chair]

I accept this offer, as outlined in this letter.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_

[Employee Name] Date