HAND DELIVERED or REGULAR MAIL

March 21, 2012

Name  
Address  
City, State Postal Code

RE: Visiting Scholar/Adjunct Faculty Appointment

Dear Name:

On behalf of the Area/College at Washington State University (WSU), I am pleased to extend an invitation to you to serve as a Visiting Scholar/Adjunct Faculty in the Department. This letter outlines your status, rights, and responsibilities. The terms of the offer are as follows:

**Title:** Official Title [must be consistent w/ visiting or adjunct status. Do not invent titles. Refer to the Faculty Manual.]

**Location:** This position is housed on the Pullman campus of WSU [alter to specific location plus potential assignment other location/campus as required]

**Appointment:** This is a courtesy appointment awarded to persons visiting Washington State University or working as adjunct faculty. Status as a Visiting Scholar/Adjunct Faculty enables you to participate generally in the scholarly and scientific life of WSU.

**Effective Dates:** The appointment is effective Date thru Date.

Washington State University employs only U.S. citizens and lawfully authorized non-U.S. citizens. Visiting and adjunct faculty must show employment eligibility verifications as required by the U.S. Citizenship and Immigration Services to comply with the Immigration Reform and Control Act. See the enclosure for types of documentation required. You will need to show this documentation to your department office within three business days after duties begin. Failure to do so will result in termination of your appointment.

The Visiting Scholar and Adjunct Faculty Guidelines (attached) and the current *Faculty Manual*, and its revisions by the WSU Board of Regents, are the official guides to policies and procedures, and its conditions are provisions of employment. You may access both the Guidelines, and the *Faculty Manual* at the following website: <http://facsen.wsu.edu/faculty_manual>.

The Washington State University Intellectual Property policy, which is included in the *Faculty Manual* and is a condition of your employment, provides that certain intellectual properties developed within the scope of the faculty members’ employment or association, or developed with substantial use of university facilities, or developed under third party funding agreements are considered to be the property of the University. For any intellectual property in which the University has an interest, the faculty member is hereby agreeing to execute promptly all assignments, waivers and other legal documents necessary to vest in the University or its assignee any and all rights to the intellectual property.

The University strives for excellence in research and all sponsored or non-sponsored research will adhere to federal, state laws and WSU regulations. Responsible conduct of research is described at: [www.ogrd.wsu.edu/docs/Responsible\_Conduct.pdf](http://www.ogrd.wsu.edu/docs/Responsible_Conduct.pdf).

Please return a signed copy of this letter indicating if you accept or decline this offer of appointment to Name, Title, Mailing Address. A reply is requested at your earliest convenience, but no later than Date. Retain a copy of the letter for your records.

Human Resource Services (HRS) offers New Employee Orientation and Employee Retirement Orientation sessions for new employees. Please attend orientations to comply with benefit enrollment deadlines. Orientation schedules are located on the HRS website, [hrs.wsu.edu/neo](http://www.hrs.wsu.edu/neo). For information on new faculty orientation, contact the Director/Chair of your department.

The faculty of the College/Department are delighted that you have chosen to pursue your career at Washington State University.

Sincerely,

[A list of appointing authorities can be found at [hrs.wsu.edu/ApptAuth](http://www.hrs.wsu.edu/Utils/File.aspx?fileid=252)]  
Appointing Authority Name  
Title

Encl: U.S. Citizenship and Immigration Services required documentation  
Visiting Scholar and Adjunct Faculty Guidelines [[hrs.wsu.edu/VisitingScholarAdjFacultyGuidelines](http://www.hrs.wsu.edu/utils/file.aspx?fileid=1025)]

cc: Appropriate College/Department representative(s)

HRS Personnel File

HRS Employment Services Unit

**Acknowledgement and Acceptance**:

I accept your invitation for appointment as a/an Visiting Scholar/Adjunct Faculty at Washington State University and agree to adhere to all of the rules and regulations of the University and the laws of the State of Washington, as they currently exist or as they may be amended from time to time. I specifically acknowledge and accept my responsibilities with regard to Intellectual Property, as defined above.

Accept Decline

Name Date