HAND DELIVERED or REGULAR MAIL

January 27, 2020

Name   
Address  
City, State Postal Code

RE: Adjunct/Adjoint 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 an Adjunct/Adjoint Faculty in the Department. This letter outlines your status, rights, and responsibilities. The terms of the offer are as follows:

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

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

**Appointment:** This is a 12 month/9month courtesy appointment awarded to persons working as adjunct/adjoint faculty. Status as an Adjunct/Adjoint Faculty enables you to participate generally in the scholarly and scientific life of WSU.

**Overtime**

**Eligibility:** Overtime Ineligible – You are to document leave activity by completing and certifying the Leave Report as described in the Business Policies and Procedures Manual 60.63. OR Overtime Eligible – You are to track hours worked and leave taken by completing and certifying the Time Report as described in the Business Policies and Procedures Manual 60.60.

FTE: XX Full-time equivalency

Salary: $xx,xxx on an annual/academic year basis (or $\_,\_\_\_ monthly)

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

[This language is added only on paid appointment letters – do not include this paragraph if not on a paid appointment.] Washington State University employs only U.S. citizens and lawfully authorized non-U.S. citizens. Visiting 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. This offer is contingent upon you securing, prior to the start of your employment, appropriate visa status and work authorization. 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 employment.

The Visiting Scholar and Adjunct/Adjoint 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: [facsen.wsu.edu/faculty\_manual](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 Adjunct/Adjoint appointment, 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. By your acceptance of this appointment, you hereby assign to the University any intellectual property in which the University has an interest, as defined by the *Faculty Manual* to the extent you able to do so. You further agree 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: [orso.or.wsu.edu/guidelines/guideline8.pdf](http://orso.or.wsu.edu/guidelines/guideline8.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.

As a new WSU employee you will be required to complete training regarding prevention of discrimination and sexual harassment within six months of your date of hire.  Information regarding this training is available at the following web site:  [hrs.wsu.edu/dshp](http://hrs.wsu.edu/dshp).

WSU is committed to providing equal opportunity in education and employment, and in all aspects of university activities. A critical element of our commitment to diversity lies in our ability to collect and assess student and employee demographic data. Your response to the voluntary WSU Employee Demographic Information Survey would be very helpful in our efforts to create a rich and inclusive community for all at WSU. Visit the Office of Civil Rights Compliance and Investigation’s website at [crci.wsu.edu/eeo-aa-compliance](https://crci.wsu.edu/eeo-aa-compliance/) for more information and to complete the survey.

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/appointing-authority](file:///C:\Users\j.smith-kaprosy\Downloads\hrs.wsu.edu\appointing-authority\)]  
Appointing Authority Name  
Title

Encl: U.S. Citizenship and Immigration Services required documentation  
Visiting Scholar and Adjunct/Adjoint Faculty Guidelines

cc: Appropriate College/Department representative(s)  
HRS Personnel File

HRS Employment Services Unit

**Acknowledgement and Acceptance**:

I accept your invitation for appointment as an Adjunct/Adjoint 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