Add Delivery Method

January 10, 2024

Name
Address
City, State Postal Code

Dear [Dr. /Mr. /Ms. Name]:

On behalf of Washington State University (WSU), the [Department/School name] and the [College name], we are pleased to offer you a [9-month academic/12-month annual] appointment as [title/title code/position number] at [location] at a salary of [$] per [academic year/annual year], with a start date of [date]. Your appointment is for a full-timeposition and is categorized as tenure-track.

[*Insert this paragraph for those who have not completed their Ph.D. at time of hire:* If we do not receive confirmation that you have completed your Ph.D. by August 15, year, your appointment will be as a Lecturer and your salary will be $[$reduced amount] per academic year until we receive confirmation that your Ph.D. is complete.  The Lecturer appointment is temporary and will end May 15, year, [maximum 1-year] unless positive action is taken by the [Department/School name] and [College of name] to extend your appointment.

To assist you with the transition into [Department/School Name], we are pleased to offer you an initial summer appointment. This initial summer appointment is for [% FTE] at a monthly salary of [$], for a period of Date, through August 15, 20##. Your [department chair/school director] will confirm with you a mutually agreed upon start date. This appointment will assist you with activities, such as, but not limited to, establishing your research and scholarly programs, preparing your teaching activities, engaging with the mentoring process, opportunity to attend appropriate orientations, and begin working on your work space.

Tenure-track and tenured faculty members in the [Department/School Name] and [College of name] at Washington State University are expected to teach and advise students at both the undergraduate and graduate levels; conduct a program of independent, collaborative, and/or cross-disciplinary peer-reviewed research and scholarship; pursue internal and external grant funding; and provide service to the department, college, university, public and/or profession. Please note you may be asked to conduct instructional assignments face to face or over electronic media and that assignments to teach specific courses may vary from year to year depending on the needs of the Department/School and/or College. [*Insert more specific information when available.* ***For example***, “The current teaching load in [name] Department/School is [number of courses or credits] per semester. You may take a one course reduction in any semester during your first three years on the faculty.” *If your college specifies workloads, please add that sentence here.* ***For example***, “Your current workload distribution will be approximately --% teaching, --% scholarship, and --% service.”] Expectations for performance may change over time. Significant changes in expectations will be communicated to you in writing.

[*Insert this paragraph for those coming in with a normal pre-tenure period for Academic Appointments*: “Under current policy you will be eligible for consideration for tenure no later than your sixth full year of employment academic year [date i.e. 20XX/20XX], with tenure if granted, effective August 16, (year). Progress toward tenure is evaluated and faculty members are given feedback annually with a more intensive review in the third year. Your third-year intensive review will be completed in Spring [date i.e. 20XX]. Consideration for an early tenure decision is possible pending the support of the Chair/Director, Dean, and Provost. If tenure is awarded early, promotion to associate professor will be awarded at the same time.”]

[*Insert this paragraph for those coming in with a normal pre-tenure period for Annual Appointments*: “Under current policy you will be eligible for consideration for tenure no later than your sixth full year of employment annual year [date i.e. 20XX/20XX], with tenure if granted, effective July 1, (year). Progress toward tenure is evaluated and faculty members are given feedback annually with a more intensive review in the third year. Your third-year intensive review will be completed in Spring [date i.e. 20XX]. Consideration for an early tenure decision is possible pending the support of the Chair/Director, Dean, and Provost. If tenure is awarded early, promotion to associate professor will be awarded at the same time.”]

[*Insert this paragraph for those coming in with fewer than the usual number of years until tenure*: “Under current policy, faculty members are eligible for consideration for tenure no later than their sixth full year of employment. Progress toward tenure is evaluated and faculty members are given feedback annually with a more intensive review in the third year. In recognition of prior service, you will be considered early for tenure in academic year [date 20XX-20XX] and your third-year intensive review will be completed in [date]. Consideration for an earlier tenure decision is possible pending the support of the Chair/Director, Dean, and Provost. If tenure is awarded earlier, promotion to associate professor will be awarded at the same time.”]

Your tenure and promotion progress will be evaluated according to the guidelines set forth in the University *Faculty Manual* and in the Departmental and the College Tenure and Promotion Guidelines. The departmental and college guidelines are enclosed. Quality and quantity of performance are both considered when assessing progress towards tenure and/or promotion. The level of expectations may also change over time. Please consult your mentors and members of your department for further specification of current expectations.

[*Insert details of start-up package, including the date by which the funds must be expended and contact information for any questions. Indicate the location of the laboratory, if there is a laboratory and if the location is known. Be sure to indicate that this is the “current” lab space. Please indicate that start-up funds must be spent according to current University rules.*]

[*Insert details of moving expenses if there are any.* Refer to [BPPM 55.62](https://policies.wsu.edu/prf/index/manuals/55-00-payroll/55-62-relocation-compensation/) regarding eligibility for relocation compensation.] The [department/school/college] will provide relocation compensation in the amount of $X,XXX.XX grossed up in accordance with university policy and subject to appropriate payroll taxes. In accordance with [BPPM 55.62](https://policies.wsu.edu/prf/index/manuals/55-00-payroll/55-62-relocation-compensation/) if you terminate your employment or cause termination with WSU for reasons other than disability separation, or other good cause within one year of your employment date, you will be responsible for repaying the University the full amount of your relocation compensation.

WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must provide identity and employment eligibility verifications as required by the U.S. Citizenship and Immigration Service to comply with the Immigration Reform and Control Act. See the enclosed List of Acceptable Documents. You will need to complete Form I-9 no later than the first day of employment and provide acceptable documents no later than the third business day of employment.  The Office of International Programs Scholar Services is the main point of contact for any questions related to work visa sponsorship at WSU. Questions regarding visa sponsorship can be directed to IP via email at ip.intlservices@wsu.edu or 509-335-4508.

The current *Faculty Manual*, in its current form and as it may be revised in the future, is a primary resource for policies and procedures regarding faculty, and its provisions are conditions of employment.  Of note, the disciplinary process/procedures included in the Faculty Manual may result in being placed on unpaid leave during the pendency of the matter. The *Faculty Manual* should be consulted and followed in resolving questions regarding your appointment. The *Faculty Manual* can be found on the [Faculty Senate website](https://facsen.wsu.edu/%22%20%5Ct%20%22_blank%22%20%5Co%20%22https%3A//facsen.wsu.edu/).

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. By your acceptance of this position, you hereby assign to the University any intellectual property in which the University has an interest, as defined by the Faculty Manual, and 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.

You are expected to complete required trainings within six months of the start of your employment. Information about WSU-Required Training can be found on the [Human Resource Services Learning and Organizational Development](https://hrs.wsu.edu/training/new-employee-training/) website and required courses will be assigned to you in [Percipio](https://wsu.percipio.com/). Questions regarding training requirements may be directed to your supervisor or hrstraining@wsu.edu. Pursuant to [RCW 28B.112.080](https://app.leg.wa.gov/RCW/default.aspx?cite=28B.112.080), you were required to complete a sexual misconduct declaration.  Failure to provide complete and accurate information may affect final employment, up to and including withdrawal of offer of employment.

Current university policy allows faculty members to devote the equivalent of one day per week for each week worked to private consulting activities. Consulting must not interfere with the faculty member’s normal duties, must not cause a conflict of interest, and must be consistent with state law and university policy.  Consulting activities must be approved by, and disclosed promptly to, the department chair/school chair and reported annually, on a standard form, to the director/chair, dean and provost.

To assist you in making your transition to the University, you are strongly encouraged to attend New Faculty Orientation. This year’s Virtual Orientation will be held on August 16, [YEAR]. Please contact your [Dean/Campus Academic Director] for details of the schedule.

Human Resource Services (HRS) offers online New Employee Orientation and Employee Retirement Orientation sessions for new faculty members. Once your hire has been fully processed in Workday, you will have access to Percipio, WSU’s Learning Management System.  You are encouraged to attend campus specific orientation; registration for campus specific orientation can be found in the New Employee Channel in Percipio once your access is granted. Percipio can be accessed at [wsu.percipio.com](https://wsu.percipio.com/). Once you have logged in, you will be able to access the New Employee Channel where WSU System New Employee Orientation, Benefits Orientation and Employee Retirement Orientation reside.

Benefit eligible positions have 31 days to elect medical benefits and 30 days to elect retirement; you will receive a notice in your Workday inbox to make your elections. If you have not received the notice within your first week, or have questions about your benefits package, please contact HRS Benefits at 509-335-4521. [New Employee Benefits](https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fhrs.wsu.edu%2Femployees%2Fbenefits%2Fnew-employee-information%2F&data=05%7C01%7Ctehra.farmerie%40wsu.edu%7C31fe30159a604667950e08dbd748933a%7Cb52be471f7f147b4a8790c799bb53db5%7C0%7C0%7C638340478925884158%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=rkf%2FS4b1La8MYuXx8I9bB%2BEoa9Iju%2Fxbm0cXZ8bdl8w%3D&reserved=0)

WSU is committed to providing equal opportunity in education, 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, including employee self-identity. Your response to the voluntary WSU Employee Demographic Information Survey within Workday assists our efforts to create and maintain a rich and inclusive community for all at WSU. Visit the [WSU Compliance and Civil Rights](https://ccr.wsu.edu/) website for more information. You will be given the opportunity to provide demographic data when performing Onboarding tasks within Workday.

The faculty of the [Department/School name] are delighted you have chosen to pursue your career at Washington State University. Please notify us of your decision by returning a signed copy of this offer letter by [date] to [recipient, recipient title, and recipients address/email address]. We need your original acceptance to place in the permanent university records and to approve your name for the university payroll. A reply is requested at your earliest convenience. Please retain a copy of the letter for your records.

Once the offer is accepted, NAME (HR Partner/admin manager) will be contacting you via phone to obtain personal identifying information in order to complete the hire process.

Sincerely,

[Name], Chair/Director [Name], Title

Department/School If applicable, Campus or other location

[Name], Dean Elizabeth S. Chilton

College of [name] Provost and Executive Vice President

 Chancellor, WSU Pullman

 Professor, Department of Anthropology

Encl: Departmental Tenure and Promotion Guidelines

 College Tenure and Promotion Guidelines

U.S. Citizenship and Immigration Services required documentation

Important Benefit Information

cc: Appropriate Area/Department Representative(s)

HRS Personnel File

 HRS Benefit Services Unit

I, [name]

\_\_\_\_\_\_\_\_\_\_ Accept \_\_\_\_\_\_\_\_\_\_ Decline

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Signature Date