*The University of Alabama at Birmingham*

*TENURE-TRACK FACULTY OFFER LETTER TEMPLATE*

*Full-time Regular – Health Schools*

(Insert Date)

(Insert Name)

(Address)

(Address)

(City, State ZIP)

Dear (insert name):

I am pleased to offer you a full-time tenure-track appointment as (insert rank) in the Department of (insert department) in the (insert school). Your annual salary will be $ (enter amount).

This is a [12 or 9 month] tenure-track position that will begin on (insert date) and, unless renewed, will end on (insert date). This offer carries no presumption of reappointment or tenure. [Optional language] *Your initial faculty appointment will begin on (insert* date) *and will end on (insert* date) *and is renewable annually thereafter based upon (mutual consent) or (performance and availability of funds).* The tenure-earning appointment track date becomes effective on the first day of October following your initial appointment. Accordingly, your specific tenure-earning appointment date will begin (insert date). The UAB Faculty Handbook addresses many questions that you may have about the rights and responsibilities of faculty at UAB, as well as information about UAB policies and procedures related to faculty, including promotion and tenure guidelines. This document is available online at <http://www.uab.edu/policies/Pages/Faculty-Handbook.aspx>. *Additional resources for new faculty are located on the university’s faculty web site at:* <https://www.uab.edu/faculty/new-faculty>*; which includes onboarding information*

By accepting this appointment, you agree to teach, conduct research or engage in scholarship, and provide service, at any location within the University as specified by your department chair. You also agree to the “General Terms and Conditions of Faculty Appointment” in Attachment A and to the “Specific Terms and Conditions of Faculty Appointment” in Attachment B. This letter and these two attachments comprise the entire terms and conditions of your faculty appointment and may not be modified or altered by any oral or written statement or representation unless such statement or representation is confirmed in writing under the President’s or Provost’s signature.

If, as I hope, you find this offer to be satisfactory as presented, please indicate your acceptance by signing, dating, and returning the original letter to (insert department name), Attn: (insert name), (insert health school name), University of Alabama at Birmingham, (insert department address). An additional copy is enclosed for your file. This offer will remain open for (insert length of time) from the date of this letter. If we have not received your signed acceptance by that date, we will assume that you have not accepted this offer. If you require any additional time to consider this offer, please contact the department chair.

Again, we look forward to your joining the University community and to working with you in the future.

Sincerely,

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

Chair Dean

(Department Name) (School Name)

*Add additional school and departmental signatures as needed.*

Enclosures

I have received, reviewed and understand the terms and conditions of employment contained in this letter, Attachment A (“General Terms and Conditions of Faculty Appointment”) and Attachment B (“Specific Terms and Conditions of Faculty Appointment”).

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

(Signature) (Date)

**ATTACHMENT A**

**General Terms and Conditions of Faculty Appointment**

Name: (insert name)

Letter Date: (insert date)

Rank: (insert rank)

School/College: (insert school/college)

Department: (insert department)

1. Eligibility for Employment

Your offer for employment is contingent upon providing the University, **prior** to your first day of employment, official documentation of degrees earned. An original official transcript of your terminal degree must be submitted to comply with credentialing guidelines of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Foreign transcripts must be translated and certified by an education credentialing agency. Our receiving the transcript by (insert date) would be much appreciated; however, it must be on file prior to your initial appointment date. Please request that the institution from which you received this degree send an official transcript of your academic record to the attention of (insert name), the University of Alabama at Birmingham, (insert school name), (insert department name), (insert department address).

Your offer for employment is contingent upon satisfying all Federal employment eligibility requirements, including any necessary work authorizations, and is contingent upon compliance with all applicable federal rules and regulations, including but not limited those federal rules and regulations regarding sponsored research. Your offer for employment is contingent upon making no false or misleading representations in your application for employment. Your offer for employment is contingent upon a successful criminal records check and a background records check. If the results of such checks are not satisfactory to UAB, this appointment is voidable by the University. Questions regarding employment-based immigration should be directed to the Office of International Faculty & Staff Immigration Services at ifsis@uab.edu.

Your offer for employment is contingent on successful completion of pre-employment background investigations that include, but not limited to, a criminal history background check, degree (education) verification, social media background checks, and employment history verification. You will receive information electronically requesting your consent to allow the University to conduct this investigation. In the event that the background check has not been completed at the time your appointment begins, your appointment will be conditioned upon receipt of a background check report that is acceptable to the University. Before a final decision is made to void an appointment because of a background check result, you will receive a copy of the background check report and you will have an opportunity to provide explanatory information.

1. Extension or Renewal

Extension or renewal of the Term, if any, is at the sole option of the University and the University need not provide explanation of the decision to renew or not renew (except as the Handbook otherwise provides for Tenure-Track Faculty). Renewal depends upon many factors including but not limited to availability of funding, organizational need, or mutually acceptable performance. Extensions or renewals of Term may be for a different period than the initial Term, and satisfactory performance does not guarantee renewal of appointment. To be valid, any extension or renewal of the Term must be in writing and signed by the Provost, Dean or appropriate designee of the University. You understand that there is no claim on future employment beyond the Term of this appointment. If you are not notified in writing by the University of renewal or extension of this appointment, this appointment will expire on the last day of the Term stated in your offer letter.

As with all faculty, you will be evaluated annually and will be eligible for merit-based compensation adjustments, when merit funds are available.

1. Resignation

If you resign prior to completion of the Term of this appointment, you agree to provide notice to the University as provided in the Faculty Handbook, but in no event less than 30 days’ prior written notice to the Chair and/or Dean.

1. OIG/ GSA Clearance and Background Check

Please note that the University of Alabama at Birmingham conducts a review of the Office of the Inspector General (OIG) and the General Services Administration (GSA) exclusions lists to establish eligibility for each faculty member (or postdoctoral fellow/trainee) to receive federal funding. These databases are maintained by the federal Government to identify individuals who are excluded from participating in payments by Federal programs or contracts.

By signing this appointment letter, you are granting consent to UAB to conduct the necessary background check and OIG and GSA clearances.

1. Form I-9 Requirements

  Offers of employment at the University of Alabama at Birmingham (UAB) are contingent upon your ability to prove that you are authorized to work in the United States as required by the Immigration Reform and Control Act of 1986. If you accept this offer, you will be required to complete a Form I-9 and provide proof of your eligibility to work in the United States within three (3) business days of your start date. **Section 1 of the Form I-9 must be completed no later than the first day of your employment**. In the event that your eligibility for employment cannot be verified by your appointment date, this offer will become void.

In order to comply with E-Verify requirements, UAB uses an electronic I-9 processing system. Your department contact will provide you with a link to the university’s [electronic I-9] system; where you will be provided with instructions and guidelines for completing the Form I-9. A list of acceptable identification documents can also be found at <https://www.uscis.gov/i-9-central/acceptable-documents>.

If you are not a US citizen or permanent resident, the department will work with the UAB Office of International Faculty & Staff Immigration Services (IFSIS) to sponsor you for US work authorization. IFSIS provides information about common immigration processes at UAB on their website at https://www.uab.edu/global/faculty-staff/international-faculty-staff  and can be reached at ifsis@uab.edu. After US work authorization is secured on your behalf, you will receive instructions for completing Section 2 of Form I-9 with UAB’s International Payment Compliance Specialist or the HR Records office to complete so that you can begin work.

1. Approval of Appointment and Compliance with University Policies

As is the case for all University employees, your employment is subject to approval by the Provost and President. As a condition of your employment, you are subject to all applicable practices, policies and procedures of the Board of Trustees of the University of Alabama, including but not limited to policies regarding conflicts of interests, nondiscrimination, outside professional activities, and intellectual property. It is your responsibility to be aware of these policies and procedures, as well as all others which may apply to you. University policies and procedures are subject to change without notice.

1. Faculty Handbook

Your appointment is subject to all terms and conditions of the Faculty Handbook (the “Handbook”) and any future modifications to it. The Handbook, as modified, is hereby incorporated by reference, except as otherwise specifically provided by your offer letter.

The UAB Faculty Handbook addresses many questions that you may have about the rights and responsibilities of faculty at UAB. The UaB Handbook contains information about UAB policies and procedures related to faculty, including promotion and tenure guidelines. This document is available online at <http://www.uab.edu/policies/Pages/Faculty-Handbook.aspx>. As a UAB employee, you will also be subject to the terms and conditions in the You & UAB Handbook although the terms of the Faculty Handbook take precedence to the extent of any conflict. You & UAB can be found online at <http://www.uab.edu/humanresources/home/policies/handbook>.

1. Benefits

You may be eligible to receive certain benefits provided to employees of UAB. You are responsible for making all decisions and for taking all actions relating to such benefits, within established time frames and deadlines. This position carries a substantial body of fringe benefits, which can be found in the You and UAB Handbook—<http://www.uab.edu/humanresources/home/policies/handbook>. Questions regarding benefits should be directed to the Department of Human Resources and Employee Benefits: 205-934-3458, or through your school’s HR consultant.

1. Getting Paid at UAB/Taxation

Pursuant to current practices, faculty members are paid monthly on the last working day of each month. The Direct Deposit Payroll Authorization Form for monthly salaried personnel, when signed by the member, authorizes UAB to deposit net pay directly into a checking or savings account at any bank or savings and loan association within the continental United States or to certain credit unions, including the Legacy Community Credit Union. A statement showing gross earnings, itemized deductions, and the amount of net pay deposited is made accessible to the faculty member each month. UAB requires participation in the Direct Deposit Payroll System by all faculty members. All amounts paid by the University to you may be subject to taxation both for reporting and withholding. Any amounts subject to withholding will have taxes withheld in accordance with federal and state law. If you accept this offer and it is your first appointment to the University of Alabama at Birmingham, you must complete tax forms in order to receive payment. These practices may be changed from time to time at UAB’s sole discretion.

1. Assignment

The University (your department chair/department leadership) reserves the right to change your assignment, as well as your physical location, at any time, and you may be reassigned duties as determined by the University.

1. Code of Conduct

Ethical conduct is a fundamental expectation for every UAB community member. All employees must abide by the standards of behavior outlined in the UAB Enterprise Code of Conduct. Upon hire, new faculty members are required to attest to the Code by completing the online course automatically assigned to them in the UAB Faculty and Staff Learning System during the orientation process. Behaviors inconsistent with the Code may result in appropriate consequences, up to and including termination.

1. Conflict of Interest and Conflict of Commitment

Faculty members must adhere to all applicable federal and state laws and regulations and University and school policies related to conflict of interest and conflict of commitment. As public employees under the State of Alabama Ethics Law, faculty members may not use their positions for personal gain. In addition, in accordance with UAB policy, faculty members have an obligation to seek advance approval for external activities and disclose financial interests related to their institutional responsibilities to ensure that they do not interfere with their primary employment responsibilities at the institution. Faculty members are encouraged to discuss their current arrangements with their prospective Dean and/or Chair prior to accepting an offer of employment. Faculty participation in external activities is approved at the discretion of division, department, and school leadership, and certain activities may not be permissible or otherwise approved. Faculty members must file the appropriate forms at the time of hire for any activities or interests continuing or commencing after UAB employment.

1. Patent Policy

By signing this appointment letter, you agree that you are bound by and will comply with UAB’s patent policy set forth as Board Rule 509 of the Board Rules for the Board of Trustees of the University of Alabama. You agree that you hereby assign all intellectual property to UAB in accordance with the terms of Board Rule 509.

1. NCAA Compliance

Faculty members are expected to understand and be in compliance with NCAA regulations for areas and departments in which their essential functions cause them to interact with student athletes.

1. General Terms

This initial appointment may be modified only by a written agreement signed by both you and by an authorized employee of the University. The waiver by either party of a breach of any provision of this appointment will not operate or be construed as a waiver by that party of any prior or subsequent breaches. All agreements and covenants contained herein are severable, and if an appropriate court declares any such understanding or covenant to be invalid, this appointment will be interpreted and applied as if such invalid agreements or covenants were not contained herein. This appointment shall be construed in accordance with the laws of the State of Alabama. Venue for determination of the legal rights and obligations of the parties to this appointment shall be an appropriate venue in the State of Alabama. This appointment contains the entire agreement for employment by and between you and the University for the position stated in this appointment. This letter supersedes all prior agreements of employment entered into between you and the University. Paragraph headings are mere catchwords and shall not be used in interpretation of the terms of this letter.

1. Licensure Information/Requirements/Credentialing (if applicable)

This appointment is contingent upon your obtaining and maintaining a valid, unrestricted Alabama licensure to practice as a Registered Nurse. Additionally, you must provide the following: 1) proof of national certification for advanced practice; if applicable, 2) proof of licensure for advance practice in Alabama; 3) proof of completed hepatitis B immunization series, or a confirmed prior illness with hepatitis B; 4) your current CPR certification, and 5) evidence of updated TB testing within the last year.

*Include language that is appropriate to the departmental requirements as necessary.*

**ATTACHMENT B**

**Specific Terms and Conditions of Faculty Appointment**

[*Language included here are examples of text likely to be included in each section as is applicable for the specific department]*

Name: (insert name)

Letter Date: (insert date)

Rank: (insert rank)

School/College: (insert school/college)

Department: (insert department)

1. Duties & Responsibilities

***(Sample Language)***

*As a faculty member in the Department of Health Care Organization and Policy, you will have responsibilities related to instruction, scholarship, and service to the University and its constituency. Evaluation of your performance for promotion and salary adjustments will consider your effectiveness in all three areas. Normally, faculty members are expected to teach two course each academic year for the Department, however, in light of your other teaching commitments (stated in this letter), your initial teaching responsibility will be to teach one course. You are encouraged and expected to participate in service activities within the department, school, university, the profession, and the community.*

 ***(Sample Language)***

*Part of your responsibilities will be to teach AH706, Theory and Research in Strategic Management, a Ph.D. degree program in Administration – Health Services and serve as liaison to the School of Business. The School of Business agrees to provide \_\_\_ percent salary support for three years, and the three year commitment will renew every year on October 1 for a new three year period unless the Chair of the Department of Health Care Organization and Policy is notified otherwise by the Dean of the School of Business.*

 ***(Sample Language)***

*You will be expected to teach one course per year beginning in your fourth year. In terms of advising, you will have no advising responsibilities in the first year. In the second year, you will be assigned no more than 3 MPH advisees, and thereafter, you will acquire student advisees in proportion to other faculty based on the number of student admissions.*

 ***(Sample Language)***

*As a(n) \_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Instructor, Assistant Professor, Associate Professor, Professor) tenure-earning, you will be placed in the School of \_\_\_\_\_\_\_\_\_’s \_\_\_\_\_\_\_\_\_\_\_ track. Your effort will be distributed as follows: XX% Research, XX% Teaching, XX% Service, XX% Professional Activity for a total of 100% effort.*

 ***(Sample Language)***

*The tripartite role of the University of Alabama School of Nursing faculty is teaching, scholarly activities, and service. All faculty members are expected to be competent in these roles commensurate with their faculty rank and role. It is expected that you will contribute to the university and school’s mission.*

***(Sample Language)***

*Your primary responsibility will be clinical teaching and research in the area of contact lenses or primary eye care. Assignments, however, may also be made in classroom/laboratory teaching or other venues as deemed appropriate by the Chair of the Department of Optometry. For the initial appointment period, your “duty ratio” will be 33/33/33 as allocated among teaching, research, and professional service, respectively. At the end of your first year of employment, this allocation will be re-evaluated.*

***(Sample Language)***

*Your workload will consist of 50% effort with the UAB/Lakeshore Research Collaborative, 40% effort in support of school/department level activities such as teaching and research, and 10% effort in service responsibilities. Additional responsibilities and expectations for this faculty position include, but are not limited to, the following:*

* *Develop and submit grants to fund research in your area of expertise*
* *Attendance at faculty meetings and faculty retreats*
* *Tasks as they relate to committee assignments within the School and Department*
* *Other duties as assigned by the Chair of the Department of Physical Therapy*
1. Compensation Details

***(Sample Language)***

*We are committed to providing research equipment or equivalent up to a total cost of $140,000. The expectation is you will generate 60% equivalency of your salary through extramural funds on or before the conclusion of your third year of employment. After the initial 3 year period of your appointment, you will be expected to maintain at least 60% coverage of your salary from extramural funds.*

***(Sample Language)***

*The total annual salary for this twelve-month faculty position is $140,000.00 plus fringe benefits. In addition, you will be eligible for incentive payments of up to $15,000 per year if certain conditions are met. These incentive payments would occur at quarterly (i.e., every 3 months) intervals at $3,750 each quarter beginning at the point in time when your activities as a faculty member recover revenue totaling 75% or more of your salary. These quarterly payments will continue as long as the 75% salary recovery is maintained and would cease at a point in time when recovery would fall below 75%. Activities result in salary recovery could include patient care revenue, program revenue, or extramural research grant support. You will also be considered for merit increases, when available, at the time of annual university-wide salary adjustments.*

1. Tenure-Earning Status and Tenure Decision

***(Sample Language)***

*The tenure-earning period is seven years, with a tenure decision to be made no later than the sixth year. If tenure is not awarded by the sixth year, then your seventh year will be a terminal appointment with the end date of\_\_\_\_\_\_\_\_\_\_. Each year, we will formally evaluate your contributions in accordance with the guidelines in the UAB Faculty Handbook (*<http://www.uab.edu/policies/Pages/Faculty-Handbook.aspx>) *and the departmental faculty handbook. In addition to receiving a written copy of this annual evaluation, the Chair will meet with you to discuss the evaluation and progress towards reappointment annually.*

1. Start-up Funding

***(Sample Language)***

*You will be awarded a “start-up package” of $ \_\_\_\_\_\_\_\_\_\_\_\_\_ to be used at your discretion to facilitate your research agenda.*

***(Sample Language)***

 *In order to assist you in establishing your research program, the Department of \_\_\_\_\_\_\_\_\_\_ and the College of Arts and Sciences will provide start-up funding in the amount of $\_\_\_\_\_\_\_ for equipment, travel, visitors, and miscellaneous research supplies. The College will also purchase a personal computer for your use.*

***(Sample Language)***

*To assist with the development of an independent research program, you will be provided $XXXXX. These funds can be used for reimbursement of expenses used for research equipment, specialized statistical software, research support staff, pilot research studies, books, society memberships (e.g., Society of Behavioral Medicine), travel to conferences and for meetings with colleagues, and other related professional research activities. The start-up funds will be released annually in two amounts of $XXXX and $XXXX for the first and second years of the initial appointment period and will be available to you over the first 3 years of appointment. After this initial period of support, it is anticipated that you will cover your research and related professional expenses using grant funds.*

1. Moving and Relocation

We agree to compensate you for relocation expenses in the amount of $\_\_\_\_\_\_\_\_. In accordance with IRS regulations as well as UAB policies and procedures, UAB allows you to select one of two options on receiving your additional taxable compensation prior to your hire date and relocation. The election form is attached. If the relocation allowance is processed after your hire date, then the taxable payment is processed through payroll.

*(Optional Language) Note: Include the below language only if you are paying any additional relocation allowance for unexpected expenses. This must be approved by your Dean/VP and will be paid through payroll.*

*As approved by [Dean or VP], additional $\_\_\_\_\_\_\_\_\_\_ for \_\_\_\_\_\_\_\_\_ month(s) relocation allowance for temporary housing will be paid through payroll in combination with regular payroll and any other additional payments.*

With regard to moving any lab equipment or materials, you must follow all policies and procedures relating to such equipment and materials. If you have any questions regarding moving lab equipment or materials you should contact UAB’s Occupational Health and Safety.

1. Office/Staffing/Equipment and Other Resources Provided

***(Sample Language)***

*The Department of Health Care Organization and Policy will make space available in the Ryals Building to develop your scholarly activities. You will be supplied with suitable furniture, a new personal computer, appropriate secretarial and administrative support, and research assistants as necessary to support your research activities.*

1. Grant Funding Expectations

***(Sample Language)***

*After three years of service, in addition to maintaining expected teaching, advising, administrative and service responsibilities, it is expected that you will maintain a two-year, rolling average for your extramural research funding level of at least 50 percent salary support. This two-year rolling average can be determined retrospectively and prospectively over a 24-month period to include future awarded salary support. If you assume other UAB responsibilities, such as additional administrative and/or teaching responsibilities, then this expected funding level will be adjusted accordingly by agreement.*

***(Sample Language)***

*If your appointment is renewed for a second year, it is expected that you will maintain a two-year, rolling average for your extramural research funding level of at least 70% (seventy percent). This two-year rolling average can be determined retrospectively and prospectively over a 24-month period to include future awarded salary support. If you are not successful in maintaining an average of 70% of your funding from extramural support, then our salary will be reduced 0.6 percent for every one percent decrease below 70%. All merit increases will be applied to your salary in effect at the time of annual university-wide adjustments. If your salary is reduced at any point based on your performance, your salary may be restored subsequent to any reduction if your average levels are restored. The same scale (i.e. 0.6 to one percent) will be used in restoring salary levels. Extramural support includes grants, contracts, and support from other UAB units outside the School of Public Health.*

1. Other

*Information to be included in this section but is not limited to details about Grant and Extramural Funding Expectations, Administrative and Special Appointments (directorships, endowed professorships, etc.), office space assignment, staff and other resources to be provided; performance standards and expectations.*