OFFER LETTER

Research Scientist

Information and Template revised 7/2023

Minimum requirements:

* This is an offer of appointment and is NOT a contract.
* Be sure to assign the correct *rank*: ‘assistant research professor/scientist’ is appropriate for new Ph.D.s or those coming directly from postdoc positions. For ‘associate’ or ‘full’ rank, the candidate should already have that rank at the institution they are coming from. Full rank is rare and should be reserved for individuals with established national reputations.
* All appointments are contingent upon:
	+ Trustee approval
	+ Satisfactory background check
	+ When applicable: having and maintaining professional licensure/credentialing
* Make it clear that an appointment is not eligible for tenure and is contingent upon funding.
* Employees must sign up for health insurance within the first 30 days or wait until the next open enrollment period.
* When provided, moving expenses are paid in a taxable lump sum in the first paycheck; you will NOT reimburse expenses.

General notes:

* Research scientist and postdoc offers do not need to be approved. Research associate position descriptions do need OAA approval.
* Copy the relevant language into your own letterhead; delete irrelevant information; review the ‘optional’ sections.
* The offer letter can be in the name of a chair (in which case, state, “I am pleased to recommend to Dean [insert name] that you be appointed ….”) or the dean.
* Include, if possible, links to your own promotion guidelines or general faculty information. Links to IU benefits are included below.

Dear [insert name]

I am pleased to offer you the position of [insert title] in the Department of [insert department name] in the School of [insert School name] at IUPUI. This is not a tenure-eligible position. The initial appointment period is from [date] to [date] with extensions as warranted by available funding. This offer is also subject to approval by the Trustees of Indiana University and a satisfactory background and employment check as required by Indiana University policy.

Research faculty who meet school and campus criteria may apply for promotion; see <school> webpages. Promotion requires documented evidence that you have met IUPUI, school and departmental standards.

Your appointment commences on or after [date]. Your monthly salary will be [$xxx on an annual basis]. Your initial duties will be: [or list in a separate MOU].

Any request for remote work must be for the benefit of the school, approved by the dean each semester, and documented through a school process.

In addition to your salary, you will receive [fringe benefits](https://hr.iu.edu/employment/new-employees.html) which includes eligibility to participate in the university’s retirement and life and health insurance programs. You must enroll in health benefits within 30 days of the effective date of your appointment. If this 30-day period is missed, you will not be able to enroll until the next open enrollment session. It is the policy of Indiana University to provide reasonable [accommodations](https://oeo.iupui.edu/ada-accessibility/index.html) for qualified persons with disabilities; please contact the IUPUI Office of Institutional Equity to begin this process.

All faculty members at Indiana University abide by the [Principles of Ethical Conduct](http://principles.iu.edu/) and [Academic Appointee Responsibilities and Conduct](https://policies.iu.edu/policies/aca-33-code-academic-ethics/index.html), and support the [Code of Student Rights,](http://studentcode.iu.edu/) [Responsibilities, and Conduct.](http://studentcode.iu.edu/) For the health and safety of our community, all faculty, staff, and students at Indiana University must comply with current health measures; please see this [page](https://www.iu.edu/covid/prevention/covid-19-vaccine.html) for more information.

The university’s commitments to you and your reciprocal expectations are rooted in the policies and procedures related to academic appointments, contained in [University Policy](https://policies.iu.edu/) website and the [IUPUI](https://facultycouncil.iupui.edu/FCContent/Html/Media/FCContent/committees/handbook/faculty_guide.pdf) [Faculty Guide.](https://facultycouncil.iupui.edu/Media/FCContent/handbook/facultyguide2019-20.pdf) The policies and procedures of the University and campus will govern your faculty appointment, including without limitation matters relating to appointment, reappointment/non- reappointment, and termination. Therefore, in the event of conflict between this letter's terms and applicable university or campus policy, university, and campus policies control. This letter is not a contract, employment agreement, or other promise of continued employment.

We look forward to you joining us as a colleague. Please indicate your acceptance of this offer by signing this letter and returning it to us as soon as possible. Also, complete and return the attached IUPUI academic profile form and background check consent form.

As you accept our offer, please know we will do all we can to help you and the school be successful together.

Sincerely,

**Dean or chair**

ACCEPTANCE:

I accept and acknowledge the terms and conditions of employment as discussed and set forth in this offer letter.

Signature: Date:

Contact email for benefits processing and orientation information:

**:::::::::::::::::::::::::::::::::**

>>>>optional, if the school has a long-term appointment review process SEPARATE from promotion: New clinical/lecturer faculty may be considered for long term appointment after approximately years; see School procedures.

>>>>>optional:

The school provides a taxable relocation allowance of $#### which will be included in your first paycheck.

>>>>>>optional:

You are expected to maintain *a relevant professional license* at your expense.

>>>>>>optional:

[for individuals with administrative posts]

Your base salary will be XXX. For your administrative role, you will receive a supplemental salary of #XXXX total, paid in 10 [or 12] equal installments. The administrative role is at the pleasure of the dean; when it ends your salary reverts to the base salary.

>>>>>>>optional; add laboratory information if applicable

You will be provided with an office, computer, and IU’s robust IT infrastructure, as well as XXXX in professional development (e.g., travel) funds per year.