Date

Addressee

Dear Name:

We are extremely pleased to offer you a faculty position in the area of general area of expertise in the Department of tenure home at the University of Wisconsin-Madison. Our faculty and administration are very impressed with your qualifications and believe that you would be an excellent fit for the position and the university as a whole. We are hoping you will accept our offer to join us.

This offer is for a full-time, twelve-month (A-basis) annual appointment as an assistant professor in the Department of tenure home in the College of Agricultural and Life Sciences. Your full-time salary for 20XX-YY will be $xxxx. This offer is for an initial period beginning on or after beginning date and ending end of 3-year contract. The appointment is probationary in that it does not confer tenure. It is renewable for an additional one to three-year term, upon satisfactory performance and approval by the executive committee of the tenure home.

The appointment carries a budgetary split of xx% Extension and yy% [add xx% research OR xx% instruction OR xx% research/instruction]. All faculty appointments carry an assumed commitment to instruction, research, and outreach/Extension regardless of these appointment percentages. Salary support for your appointment is provided by the College of Agricultural and Life Sciences and others if joint appointment. The university annually reviews the salary of each member of the faculty, offering increments under a merit pay raise system when funds, established by the state legislature, are available. Because you started after January 8, 2018, you are not eligible to receive the 4% state pay plan that was approved for distribution in 2018-2019. Your starting rate was set with this understanding.

You will be expected to develop a research and Extension program in the general area of language specific to appointment. A faculty appointment carries an expectation that you will aggressively seek financial support from extramural sources to support your research and Extension activities. Success in competing for grants and contracts is a measure of one’s initiative and capabilities that will be used in distributing compensation increases and advancement. In regards to your Extension program, Enclosure C is a document that is communicated to all integrated Extension faculty in the college that helps to define excellence for Extension specialists.

[Omit if no % instruction] Your initial teaching responsibilities will include to be developed by department. Note that instruction responsibilities may change based on the needs of the state, college, and/or the department.

Additional information about your appointment, the promotion process, and the resources that will be provided in support of your program is provided in Enclosures A and B (attached). Please

read this information carefully as it sets forth obligations and conditions to which you agree upon accepting this appointment. Faculty rights and responsibilities are administratively governed by

University of Wisconsin-Madison Faculty Policies and Procedures and are described in Chapter 8 available online at: <https://secfac.wisc.edu/governance/faculty-legislation/fpp_ch_8/>

We are all enthusiastic about you becoming a colleague in the Department of tenure home, and we look forward to your positive response. As evidence of acceptance of this offer, please sign one enclosed copy of this letter and return it by deadline to department address. If you have any questions, please contact the department chair or search committee chair at email and/or phone.

Sincerely,

Department chair name Douglas J. Reinemann

Chair, Department of xxx Associate Dean for Extension and Outreach

Kathryn A. VandenBosch Carol Y. Hillmer

Dean and Director Associate Dean, Human Resources

Ref: PVL #XXXXX

cc: CALS Administration

Department of XXX

XXX, OVCRGE

UWEX Cooperative Extension HR

Enc: (1) Enclosure A, (2) Enclosure B, (3) Enclosure C, (4) Form I-9 List of Acceptable Documents, (5) Benefits Summary, (6) Department Procedures for Guidance & Annual Evaluation of Probationary Faculty

I have read, understand, and accept the terms of this appointment as they are presented herein.

Name Date

**ENCLOSURE A**

***Statement of Duties and Responsibilities***

University of Wisconsin-Madison policies and procedures require that all faculty appointments carry an assumed commitment to the three important functions of resident instruction, research, and outreach/Extension regardless of the appointment percentages listed in your letter of offer. It is possible that your commitment to these functions may change based on the needs of the state, college, and/or the department. In addition, all employees must follow the code of ethics detailed at: <http://www.ohr.wisc.edu/polproced/UPPP/1501.html> and at: <http://docs.legis.wisconsin.gov/code/admin_code/uws/8.pdf>, and are asked to annually report their outside activities.

You will be expected to develop independent research and Extension programs and obtain extramural funding to support your research program. It is expected that you will 1) participate in the department’s training and advising of graduate students and post-doctoral associates, which involves supervision of thesis research for pre-doctoral students who select your laboratory for thesis work, 2) be willing to serve on the research committees of other students in the program when requested, and 3) participate in program events such as department colloquia and related departmental activities.

Depending on the nature of your Extension appointment, the Department of XXXX may expect you to make formal teaching contributions in the undergraduate and graduate programs. Your contribution to teaching will be negotiated with the chair based on departmental needs and your own interests and areas of expertise, subject to the changing needs of the college.

[Omit if no % instruction or if not applicable] We expect that each faculty member will *minimally* teach the equivalent of one three-credit, one-semester course per year. Many courses are team-taught such that teaching contributions are often distributed across several courses.

In addition to your responsibilities in Extension, research, and teaching, you will be asked to participate in department, college, and university service by serving on various committees as deemed appropriate by the chair, dean, and provost/chancellor.

***Guidance and Annual Evaluation for Probationary Faculty***

The department has established procedures for the guidance and annual evaluation of all probationary faculty members. As described in the enclosed procedures, a mentoring committee will be established as soon as possible following the start date of your appointment. The members of your committee will be determined through discussion between you and the chair. The chair of your mentoring committee will file a written report once each year documenting progress and the report will be discussed by the department executive committee and forwarded to the dean. Additional details regarding mentoring are described in an attachment that details departmental policies for mentoring probationary faculty members. Campus policies for probationary appointments are contained in Chapter 7 of UW-Madison Faculty Policies and Procedures dealing with faculty appointments (<https://secfac.wisc.edu/governance/faculty-legislation/fpp_ch_7/>).

***Promotion: Procedures and Deadlines***

Promotion of an assistant professor to tenure is awarded on the basis of academic and scholarly achievements and requires positive action at the departmental executive committee level, by the dean of the College of Agricultural and Life Sciences, and by the faculty’s Division Name [or list more than one option] Division’s executive committee.

Your initial probationary appointment is for three years. Prior to end of the second year, 2-year end date, your record will be reviewed and you will be notified by your department as to which of the following actions will be taken at the end of the initial appointment period:

1. A recommendation to reappoint as a probationary assistant professor for a second, three-year fixed term.
2. A recommendation to reappoint as a probationary assistant professor on an annual basis, not to exceed three additional years.
3. A recommendation not to reappoint, which would terminate your appointment as a faculty member as of 3-year end date.

According to University of Wisconsin-Madison faculty rules, probationary faculty members are given six years to achieve promotion with tenure, with an additional notice year should your appointment be non-renewed in your sixth year. A decision on tenure must be made before 6-year end date and your appointment as a probationary faculty member cannot continue beyond 7-year end date. The recommendation for promotion to associate professor with tenure may be made at any time during the probationary period; however, such action is usually not taken prior to the sixth year as an assistant professor.

***Appointment-related Items***

University policies governing faculty responsibilities are detailed in UW-Madison Faculty Policies and Procedures: <https://secfac.wisc.edu/governance/faculty-legislation/>.

Important faculty legislation can be accessed at:

<https://secfac.wisc.edu/governance/faculty-legislation/>.

Rules of the Board of Regents pertaining to the UW System can be found at: <https://www.wisconsin.edu/regents/>.

The full text of Chapter 36 of the State of Wisconsin Statutes pertaining to the University of Wisconsin is available at: <http://www.legis.state.wi.us/statutes/Stat0036.pdf>.

***Benefits - General***

As an employee of the State of Wisconsin and the University of Wisconsin-Madison, you are eligible for substantial benefits in addition to your direct salary. There are a wide range of benefit plans available to employees covered by the Wisconsin Retirement System including, but not limited to, health insurance, life insurance, income continuation, and tax sheltered annuity programs. Important benefit information is provided in the enclosed Benefits Summary (also available online at: <http://www.uwsa.edu/ohrwd/benefits/summaries/>). Please note that many benefit plans (including health insurance) have a 30-day enrollment period. Information is also available online at: <http://www.ohr.wisc.edu/benefits/>. The application deadlines identified within each program are critical and must be met if you are to be entitled to participate.

Campus offers a benefits orientation seminar to answer questions and assist new employees with benefit selection and enrollment. Department administrator name, department administrator of the Department of department name will be able to assist you in registering for this seminar when you arrive on campus.

***Benefits - Federal Affordable Care Act***

The University of Wisconsin (UW) is required to provide all employees with a Notice of the availability of the Health Insurance Marketplace. The Notice also includes required information on health insurance coverage available through your employment at the UW. Beginning in 2014, the federal Affordable Care Act (ACA) requires most everyone to obtain health insurance. **If you have State Group Health Insurance through your employment at the UW, you do not need to enroll through the Marketplace or take any action, unless you choose to do so.** Most UW employees will not be eligible for a premium subsidy for coverage purchased through the Marketplace.

**Marketplace Notice**

<https://www.wisconsin.edu/ohrwd/download/aca(3)/notice.pdf>

Detailed information about the Health Insurance Marketplace and options:

* FAQs, contacts, affordability, and eligibility for Marketplace subsidies: <https://www.healthcare.gov/>
* University of Wisconsin System Administration website: <https://www.wisconsin.edu/ohrwd/aca/>

***Leave Reporting***

Each month, you will receive an unclassified leave accounting form to report your leave usage. This form should be submitted by the 10th of each month to name and office, in office address.

[This paragraph may be omitted – for international candidates only]***Information for International Visitors***

U.S. taxation on the income of international visitors varies, based on immigration status, purpose of visit, length of visit, and tax treaties. For further information, visit: <http://www.ohr.wisc.edu/payroll/taxes.aspx>.

***Hiring-related Items***

## *Criminal Background Check*

This offer of employment is conditional pending the results of a criminal background check. If the results are unacceptable, the offer will be withdrawn, or if you have started employment, your employment will be terminated. CALS HR staff will submit your name to GIS/Compli-9 to initiate the background check. Please watch for an e-mail from GIS/Compli-9.

***I-9 Form - Work Authorization Documentation***

This offer of employment is contingent upon verification of the appropriate identity and employment eligibility documentation on the Form I-9, as required by the Immigration Reform and Control Act of 1986. For information on the Form I-9 and the list of acceptable documents, please see the Forms section of the U.S. Citizenship and Immigration Service website: <http://www.uscis.gov/portal/site/uscis>. If you accept this offer of employment, you will receive an email from your hiring department with a link to UW-Madison’s electronic I-9 system. Section 1 of the electronic Form I-9 must be completed by the employee on or before the first day of employment. The system will provide the list of acceptable documents needed to complete the electronic form I-9. The list of acceptable documents should also be provided to you for your easy reference. The required documents must be presented to your employing department, in person, within three days of your employment start date. If you do not have the necessary documents, you must provide a receipt from a U.S. government agency for replacement document(s) within the three-day limit, and you must present the required document(s) within 90 days of your employment start date. The law prohibits the University from employing or continuing to employ an individual who has not provided the required documents within the relevant time period. Failure to produce appropriate work authorization documents will result in termination of your employment.

***Moving Expenses***

The University of Wisconsin-Madison reimburses for moving expenses up to $8,000 according the specifications in the Employee Relocation Guide found at: <http://www.bussvc.wisc.edu/acct/policy/travel/EmployeeRelocationGuide.pdf>. Please review this sheet *before* incurring any expenses associated with your move to the university. Contact department administrator name, department administrator, (e-mail address) regarding reimbursement procedures and other important information. Please note that moving expenses are taxable income.

## *University Policies*

## *ADA Accommodation*

It is the policy of the University of Wisconsin-Madison and the College of Agricultural and Life Sciences to provide reasonable accommodations for qualified employees with disabilities. If you need accommodation to perform the essential functions of your position, please contact the department chair or College of Agricultural and Life Sciences Human Resources Manager HR manager name (e-mail address).

# Drug-Free Schools Act

As part of orientation to campus, all employees, faculty, and staff are strongly encouraged to help make the University a drug-free workplace. You can do this by learning about the dangers and warning signs of substance abuse, encouraging others to avoid substance abuse, and getting help if needed— either for yourself or someone you are concerned about. Please review the “UW-Madison Compliance with the Drug-Free Schools and Communities Act”, which is provided to all employees as part of their orientation to the University community. This document can be found at: <https://alcoholanddruginfo.students.wisc.edu/dfsac-act/>.

# Faculty and Staff Participating in Research

By accepting this position, you agree to comply with UW-Madison research policy and the provisions of any funding agreement or other agreement establishing rights to intellectual property that applies to the research in which you may participate, and to cooperate in assuring that your and UW-Madison’s obligations regarding rights in intellectual property are honored. To the extent you make an invention that is funded in whole or in part by a federal agency or which is otherwise subject to an agreement requiring the University to grant rights in the invention to a third party, in consideration for your employment at UW-Madison you hereby assign rights to such invention to the University's designated patent and intellectual property management organization. More information regarding intellectual property policies and procedures is available here: <https://research.wisc.edu/compliance-policy/intellectual-property/>

***Mandatory Reporting Requirement of Child Abuse and Neglect***

Executive Order #54 (EO 54) requires the reporting of child abuse or neglect. As a UW-Madison employee, you are required by EO 54 and campus policy to immediately report child abuse or neglect to Child Protective Services (CPS) or law enforcement if, in the course of employment, you observe or learn of an incident or threat of child abuse or neglect, and you have reasonable cause to believe that child abuse or neglect has occurred or will occur. If the abuse or neglect occurred in a University program, on campus, or involved a University employee, volunteer, or agent, you must also notify the Office of Equity and Diversity. EO 54 does not apply to employees whose job requires them to comply with the mandatory reporter requirements in Wis. Stats. s. 48.981. Employees who learn about child abuse or neglect in a healthcare setting should only report as permitted by HIPAA. For more information, please see the University of Wisconsin – Madison Office of Equity and Diversity website at: <https://oed.wisc.edu/child-abuse-and-neglect-reporting/>.

***Non-Discrimination***

The University of Wisconsin-Madison does not discriminate in its employment practices on a variety of bases, including: age; ancestry; arrest record; color; conviction record; creed; cultural background; disability; ethnicity (specifically involving harassment by university employees); gender identity; gender expression; marital status; genetic testing; honesty testing; military obligations; national origin; pregnancy; race; religion; retaliation for making a complaint of discrimination or taking part in an investigation relating to discrimination; sex; sexual orientation; and use or nonuse of lawful products off the employer’s premises during nonworking hours.

Information on how to file a complaint alleging discrimination, as well as how to conduct the campus Title IX and Americans with Disabilities Act Coordinators, is located on the Office of Compliance website at: <https://compliance.wisc.edu/>. The Office of Compliance’s is located in Room 361, Bascom Hall, 500 Lincoln Drive, Madison, Wisconsin 53706, (608)265-6018.

Information on non-discrimination on the basis of sex in federally assisted programs is available on the Office of Equity and Diversity (OED) website at: <http://www.oed.wisc.edu/>. OED’s main office is located in Room 179-A, Bascom Hall, 500 Lincoln Drive, Madison, Wisconsin 53706, (Voice) (608)263-2378, Wisconsin Telecommunications Relay Service: 7-1-1, Fax (608)263-5562.

***Overload***

Full-time employees of UW-Madison may not earn more than $12,000 additional compensation from a state agency during a calendar year, Wis. Stat. 16.417(2). You need to be aware of this limitation and know that payments in excess of $12,000 are subject to forfeiture. As of July 1, 2013, other UW institutions are no longer defined as state agencies, and work done by a UW-Madison employee for one of these institutions is not subject to this $12,000 cap. More information on the overload policy is available here: <https://kb.wisc.edu/ohr/policies/page.php?id=53140>.

***Identification Card***

As an employee of the University of Wisconsin-Madison, you are eligible to obtain a photo identification card. Although not required, the card entitles you to use the following: University Libraries and the Memorial Union. In addition, you may purchase a Recreation Access Fee for the Southeast Recreational Facility (SERF), the Natatorium/Gym Unit 2 facility, Nielsen Tennis Stadium and Camp Randall Sports Center (Shell). You are given priority and discounted court rates at Nielsen Tennis Stadium and receive a discounted membership at the Camp Randall Sports Center (Shell).

**ENCLOSURE B**

***Resources for Support of Your Program***

**Summary of start-up resources:**

|  |  |  |
| --- | --- | --- |
| Source of Support | Amount | Comments |
| Department of xxxx | $ | Should be used during probationary period |
| Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) | $ | Should be used by the end of year 3 |
| CALS flexible funds | $ | Should be used by the end of year 3 |
| CALS Hatch support | $ 100,000 | 2 years of 50% RA/research support; apply within 2 years |
| UWEX Cooperative Extension | $ | $xxxx per year, during first 2 years |
| Total | $ |  |

**Components of the package**:

The Department of name will provide $xxxx in flexible funds. The years in which expenses are incurred need not be contiguous. The funds should be spent during the probationary period prior to promotion (typically at the end of thesixth year).

The Office of the Vice Chancellor for Research and Graduate Education (OVCRGE) will provide $xxxx in flexible funds for equipment, supplies, travel, and salaries for employees such as a research specialist or research associate. Funds should be spent by the end of the third year.

The College of Agricultural and Life Sciences (CALS) will provide $xxxx in flexible funds that may be used for equipment and supplies. The funds should be expended by the end of the third year.

CALS will provide two years of Hatch funding totaling $100,000. This funding will support a 50% graduate student at the $22,081 salary base level per year, plus tuition remission and fringe benefits, having a value of approximately $39,000 per year. The balance of the award may be used for research related supplies and expenses. To gain access to these, you must submit a Hatch research proposal to the CALS Wisconsin Agricultural Experiment Station (WAES) *and have it approved for funding by the USDA-NIFA*. Please contact Angie Seitler ([angela.seitler@wisc.edu](mailto:angela.seitler@wisc.edu)) for more information. This proposal can be submitted before your start date or any time during the first two years of your appointment.

University of Wisconsin-Extension (UWEX), Cooperative Extension, will provide you with $xxxx per year for 2 years.

[This paragraph may be omitted] As a faculty member in the Department of name, you will be a trainer in a pre-doctoral training program in title supported by a training grant from the National Institutes of Health (NIH). Domestic graduate students are currently supported for two years on the training grant. NIH imposes limits on the stipends for trainees that can be paid from the training grant. Once a trainee joins your lab, you may be expected to supplement the stipend from non-federal funding source.

**Laboratory and office space:**

[Instructions only - omit after reading:  Please contact CALS Assistant Dean Doug Sabatke if you anticipate any space modification/remodeling needs or if you would like an assessment of the space. This will help to ensure that the space meets the potential needs of the faculty member.]

Laboratory space will be assigned for your use in space. You will be provided with a furnished faculty office. Your laboratory will be describe location and specific arrangements.

**Potential sources of additional support:**

The Department of name will make every effort to nominate you as a candidate for additional competitive funding opportunities at the University of Wisconsin-Madison that are available to junior faculty members. We will also make every effort to nominate you for appropriate extramural career development opportunities.

All UW faculty are eligible to compete for research support through the Fall Research Competition. Important information regarding this support can be reviewed at <http://research.wisc.edu/resfunding/>. Also, the OVCRGE office has an array of competitive faculty fellowship and other programs to provide flexible funds for which you would be eligible during your career at UW-Madison.

**ENCLOSURE C**

# xlogobkm

# Cooperative Extension

**Defining Excellence among Integrated Cooperative Extension Specialists in Wisconsin**

*This document helps define excellence in Extension programming in the context of work performed by individuals with* ***integrated*** *appointments as specialists in various departments within colleges in the UW-System1.The criteria listed may be used for a variety of purposes, including mentoring, professional development and planning, performance reviews, promotion and tenure decisions within the specialist’s home Department and College, post-tenure evaluation, and hiring.*

*All integrated specialists serve as an important link between campus, and county-based Extension colleagues, stakeholders, partners, and the residents of Wisconsin, regardless of the type of appointment.* ***The general theme here is that the work of specialists should have a clear, programmatic focus. Priorities must be centered on topics appropriate to the department in which the specialist is based, their College, the state of Wisconsin, the region and/or the nation, and, at all times, be tied to the purpose, vision, and values of the University of Wisconsin-Extension, Cooperative Extension.***

The work of specialists involves identifying issues and solving problems important to the state of Wisconsin and its residents. Specialists generate, translate, and apply research-based knowledge and methods to issues and problems, integrating research and educational activities over time into a coherent body of work. Specialists are expected to provide leadership in the design, development, and implementation of educational programs and to document the impact of these efforts.

Specialists should demonstrate evidence of excellence in Extension activities in three areas:

1. **Applied research and education:** Applied research and Extension programs are based on documented needs of the state and its residents, and integrate research and education into a coherent body of work.
2. **Significant Impacts:** Programs have a documented impact and are shared in an effective manner with stakeholders, the general public, and professional colleagues**.**
3. **Commitment to Extension:** Specialists demonstrate commitment to the well-being of Wisconsin and its residents, and to the purpose, vision, and values of Cooperative Extension.

To facilitate the evaluation of the degree to which a Specialist attains excellence in the designated areas, the following criteria are provided. It is not expected that any one Specialist will meet all criteria, but will be able to identify areas of strength, and areas for improvement, in the criteria outlined.

1. **Applied research2 and education:** A Specialist should demonstrate excellence in applied research and educational programming. Among the indicators of excellence are:
   1. A focus on identifying, framing, and solving problems of importance to the state of Wisconsin and its residents.
   2. Engagement of partners, stakeholders, communities, and/or county-based colleagues in research and educational activities.
   3. Development of, planning for, and/or adaptation of research and educational activities to address emerging needs and issues.
   4. Integration of research and educational activities over time into a coherent body of work.
   5. Leadership of programs that are sustained by a variety of external and internal resources.
2. **Significant Impacts:** A Specialist should demonstrate excellence in communicating that work performed has a documented impact and is shared in an effective manner with stakeholders, the general public, and professional colleagues. Among the indicators of excellence are:
3. Publication of a sufficient quantity of original, applied-research articles, in a timely manner, and in peer-reviewed journals.
4. Publication of scholarly work with a clearly identifiable and focused programmatic theme.
5. Development of, authoring, or reviewing, materials directed at Extension audiences. This can include newsletters, fact sheets, websites, blogs, books/handbooks, audio-visual materials, and/or software that are of demonstrated utility and appropriate to the needs of the intended audience.
6. Engagement in a comprehensive evaluation of Extension programs in order to demonstrate impact and value.
7. Assumption of leadership in efforts to effectively communicate the public value of the work of Cooperative Extension and the partner UW campus, including the work of the Specialist.
8. **Commitment to Extension:** A Specialist should demonstrate a commitment both to the well-being of Wisconsin and its residents, and to the success of Cooperative Extension and the partner campus. Among the indicators of excellence are:
9. Demonstration of effective, timely, and responsive interaction with Extension colleagues, partners, and stakeholders.
10. Leadership in service to a team/department/program area and in addressing priority needs of Wisconsin and its residents.
11. Engagement in service to Extension and within the Specialist’s academic field through leadership in appropriate professional organizations; serving as an occasional resource to governmental agencies and/or decision making bodies; participation on non-profit boards; etc.

1UW-Extension’s Cooperative Extension Division supports integrated specialists in numerous UW-System universities. These include UW-Madison, -River Falls, -Platteville, -Stevens Point, and –Superior. The individual expectations and focus of each of these units may vary slightly, but the three categories of expectations apply to all units.

2It is clearly understood that not all integrated Extension faculty will have a formal research appointment. But all programmatic work of integrated Extension Specialists’ work is assumed to be based on current research whether it is the original research of that individual or the synthesis, analysis, communication, and/or adaptation of the work of other research colleagues and peers.

Approved: Cooperative Extension State Program Directors, March 22, 2012

Final edits and approval, Dean Rick Klemme, February 27, 2012