



11/18/2020

Brandon Ashby
Philosophy Department
Tucson, AZ 85721

Dear Brandon Ashby,

Thank you for participating in the interview and selection process. We have enjoyed learning more about your professional experience and sharing information about **Philosophy** and its values. At the University of Arizona, we are working together to expand human potential, explore new horizons, and enrich life for those in our community and beyond.

It's my pleasure to invite you to join **Philosophy** in the position of **Req2285**.

Please take some time to review and consider the complete terms of this offer letter. This offer supersedes all other commitments written or verbal that may have been made to you.

This offer is valid until 9/4/2020. To accept this offer, please sign and return by the deadline.

Please contact me at jasonturner@arizona.edu if you have any questions about the **department**, the University, or the terms of this offer. It is our sincere hope that you join our team.

Sincerely,

Jason Turner
Department Head, **Philosophy**



OFFER TERMS FOR:

Brandon Ashby

OFFER DATE: 11/18/2020

TITLE: Req2285

DEPARTMENT: Philosophy

START DATE: 11/20/2020 (Contingent upon completion of all required hiring documents)

COMPENSATION: \$40,000, salary at 1.0 full-time equivalency (FTE). If you are a salaried employee and have a FTE of less than 1.0, your salary will be prorated by your respective FTE.

FULL TIME EQUIVALENCY (FTE): 1.0

YOU WILL REPORT TO: Jason Turner

FAIR LABOR STANDARDS ACT STATUS: Exempt

WORK CALENDAR: Fiscal

CAREER ARCHITECTURE TITLE: Sample Title

CAREER STREAM/LEVEL: Sample Level

BENEFITS

You are eligible for benefits. To learn more about eligibility, deadlines, and the plans the University offers, please visit hr.arizona.edu.

RETIREMENT PLANS

You are eligible to participate in a retirement plan. To learn more about eligibility, deadlines, and the plans the University offers, please visit hr.arizona.edu.

CONDITIONS OF SERVICE

This is a Regular University Staff position covered under Arizona Board of Regents policy, 6-510 and the University Staff Manual. You are considered an "at will employee" whose employment may be terminated at any time for any reason that is not illegal.

I-9 & EMPLOYMENT SCREENING PROCESS

This offer of employment and continued employment is contingent upon the satisfactory completion and successful outcome of the University's pre-employment screening process. The screening process includes, but is not limited to the University's application, validation of references and credentials, and background check. The Immigration Reform and Control Act (IRCA) of 1986 requires that all hires produce documents that authorize your eligibility to work in the United States. As required by law, The University of Arizona will verify all hires' legal status using E-Verify, the federal online verification system. Misrepresentation of your qualifications may be grounds for offer withdrawal or employment dismissal.

REQUIRED UNIVERSITY TRAINING

The University requires all new hires complete the following trainings within 30 days of hire: Preventing Discrimination and Harassment, Title IX for Employees, Arizona Public Service Orientation, and Security Awareness.

As a cost-saving measure related to the impact of COVID-19, a Furlough-Based Salary Program has been approved by the Arizona Board of Regents. You will be notified in accordance with adopted Furlough-Based Salary Program guidelines and will be required to comply with all measures during the course of your employment. If you are subject to this program, your annual earnings will be reduced for the duration of the program and you will be allotted Personal Flex Time. To learn more about program effective dates and how this may impact your salary, please visit hr.arizona.edu/FY-2020-2021-Furlough-Based-Salary-Program.

Don't forget to include the position summary and description, it can be a separate page or added in text above.