Date

Name

Address

Dear \_\_\_\_\_\_\_\_,

I am pleased to offer you an appointment at Cleveland State University as an \_\_\_\_\_\_\_\_\_\_ Professor of Practice in the Department of \_\_\_\_\_\_\_\_in the College of \_\_\_\_\_\_ beginning on August \_\_\_, 20\_\_\_ through May \_\_\_, 20\_\_\_. This is not a tenure track position. Your academic year salary will be $\_\_\_\_\_\_\_\_\_. This offer is contingent upon the successful completion of a background check and verification of your highest earned degree. Please send an official copy of your transcript including your highest degree awarded to \_\_\_\_\_\_\_\_. A contract will be processed once verification is received.

The University will assist with relocation expenses for one move, at the time of initial employment, from outside the Greater Cleveland area (outside of a 50 mile radius) to a point within the Greater Cleveland area. Upon presentation of original receipts and the start of full-time employment at the University, up to $\_\_\_\_\_\_ will be reimbursed for moving expenses. Due to the change in federal tax law, all moving expense reimbursements are considered taxable income effective January 1, 2018. Reimbursement will not be made if the reimbursement request and accompanying receipts are submitted more than 180 days after the commencement of on-site employment. For additional information, please review the [Moving Allowance Guidelines](https://csuohio.edu/sites/default/files/2025-07/moving-allowance-guidelines.pdf?_gl=1*1jm33e3*_gcl_au*MTQxODMwODkwLjE3NTczNDE2OTE.*_ga*MTcxMzEwNDQwNy4xNzU3MzQxNjkx*_ga_EEYNYG39GR*czE3NTczNDE2OTEkbzEkZzEkdDE3NTczNDYwMjUkajYwJGwwJGgw) and the [Moving Allowance Authorization Form](https://csuohio.edu/sites/default/files/2025-07/moving-allowance-form-fillable-1.pdf?_gl=1*1io0q13*_gcl_au*MTQxODMwODkwLjE3NTczNDE2OTE.*_ga*MTcxMzEwNDQwNy4xNzU3MzQxNjkx*_ga_EEYNYG39GR*czE3NTczNDE2OTEkbzEkZzEkdDE3NTczNDYzNjIkajYwJGwwJGgw).

This position may be renewable annually, subject to the provisions of the faculty collective bargaining agreement. Assistant Professors of Practice who are reappointed after a successful sixth year review are promoted to Associate Professor of Practice For newly hired \_\_\_\_\_\_ Professors of Practice, the mandatory promotion review takes place during the sixth yearof full-time employment, following successful completion of annual reappointment reviews in the fourth and sixth year. Your reappointment and promotion decision date will be on or before April 15, 20\_\_.

Appointments and renewals of appointment to Professor of Practice positions are made annually at the sole and exclusive discretion of the Administration, based on its assessment of programmatic and staffing needs, of fiscal and budgetary constraints affecting staffing and/or, if applicable, of satisfaction with fulfillment of duties and responsibilities of employment for the preceding term(s) of employment. The reappointment and promotion process is outlined in the AAUP-CSU collective bargaining agreement. You should consult both the CBA and the college/school’s guidelines and criteria for reappointment and promotion. The specific terms or special conditions of any individual letter of initial appointment of a faculty of the bargaining unit shall not contradict any criteria for promotion and tenure set forth in this article or in any college and/or department bylaws.

You are expected to perform teaching and appropriate academic programmatic advising duties in accord with established requirements of the University and of the particular college to which you are assigned, including, if applicable, supervision of thesis and/or dissertation students; to pursue professional development through interest in professional groups and societies; to counsel students; to assist at registration and commencement exercises; to maintain regular office hours; to serve on University, college and department committees; and to perform other institutional tasks characteristic of the academic profession. All full-time faculty members shall be available for service at the university throughout the academic year.

Professor of Practice are assigned 30 teaching credits per academic year. Your teaching load may require you to teach up to 15 credits per semester normally four or five courses at three credit hours each) per semester. As requested, you will be asked to participate in service to the department. Your tentatively assigned courses for 20\_\_-20\_\_ will be: \_\_\_\_\_\_\_\_ courses in fall and \_\_\_\_\_\_\_\_ courses in spring.

This position requires teaching on-campus courses. In addition, you may be assigned to teach off-campus, evenings, weekends, and via distance learning technology, depending upon student need for the delivery of instructional services.

Full-time faculty at Cleveland State University are represented by the American Association of University Professors for purposes of collective bargaining. You are not required to join AAUP, however, if you decide to become a member, the agreement provides that membership dues will be deducted from the member’s pay. An AAUP representative will contact you upon hire for further information.

Full-time faculty positions must comply with University policies and state ethics laws for all outside employment during the academic year.

You are eligible for all University benefits as a full-time employee. Your benefit coverage will be effective on the first day of your appointment date. Although faculty appointments are for a nine-month period, employee benefits are provided annually for a twelve-month period from the effective date of the initial full-time appointment and each succeeding renewal of your appointment. Additional information regarding benefits at Cleveland State University can be found at <https://mycsubenefits.com/enrollment-overview/>.

To complete the remaining documents required to establish your employment, you will be sent a link from The Department of Human Resources to complete onboarding documents. These documents include Ethics and Fraud Reporting, SSA-1945, State Teachers Retirement System (STRS) form, information regarding policies and procedures at CSU and the I-9 Instructions Sheet and Form I-9.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document (Form I-9) upon hire. Accordingly, this offer is contingent upon verification of identity and eligibility to be employed in the United States. You must complete Section 1 of the Form I-9 by the first day of employment. Within three business days of your first day of employment, you must present documentation sufficient to verify Section 2 of the Form I-9 to Human Resources located in the Administration Center at 2300 Euclid Ave. Suite 113. This information will also be collected during Orientation.

Should you need an H-1B visa, Cleveland State University will assume responsibility for making the necessary application. You are responsible for informing the Chair/Director of \_\_\_\_\_\_\_\_\_\_\_\_ that you need assistance with your immigration status.

To be eligible to begin your employment by August \_\_, 202\_\_, you will need to have a valid immigration status with an appropriate work authorization.

• If you are currently in an F-1 status and completing your degree from a SEVIS-approved school, your current degree-granting university can help you file for Optional Practical Training (OPT) based on your current F-1 status (3-5 months processing with USCIS).

• If you are currently in a J-1 status and completing your degree, your current institution can help you file for Post-completion Academic Training (AT) (they can typically process within a few business days).

As an incoming faculty member, you are expected to attend the New Faculty Orientation sponsored by the Center for Faculty Excellence and the Office of the Provost, where you’ll receive important information regarding your employment with CSU, including benefit and retirement information, teaching essentials and system overviews. Orientation will be held on Monday, August \_\_ and Tuesday, August \_\_ the week prior to the start of classes. Additional information will be sent to you via email.

This appointment is subject to and incorporates by reference all applicable state and federal laws and all rules of Cleveland State University as adopted and from time to time hereafter amended by the Board of Trustees. In the event of a conflict between any employment documents and the terms and conditions of the faculty collective bargaining agreement, the faculty collective bargaining agreement will govern.

Cleveland State University declares...

* That it will educate students by means of free, open and rigorous intellectual inquiry to seek the truth;
* That its duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions;
* Its commitment to not requiring, favoring, disfavoring or prohibiting speech or lawful assembly;
* It is committed to create a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community; and,
* That its duty is to treat all faculty, staff and students as individuals, to hold them to equal standards and to provide them equality of opportunity, without regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity or gender expression.

-- Ohio Revised Code 3345.0216

Please sign and date this letter to signify your acknowledgement and acceptance of the proposed contractual agreements and return within one week. Please keep a copy for your files. Upon receipt of your acceptance and your official transcript, a formal contract will be processed and sent to you.

The Department of \_\_\_\_\_\_\_\_\_ hopes that you will accept this offer. We welcome a scholar and teacher of your merit and look forward to you joining the University. On behalf of the faculty and myself, we extend our best wishes.

Sincerely,

\_\_\_\_\_\_\_\_, Chair/Director

cc: \_\_\_\_\_\_\_\_\_, Dean and Professor

\_\_\_\_\_\_\_\_\_, Associate Dean and Professor

\_\_\_\_\_\_\_\_\_, President, CSU-AAUP

\_\_\_\_\_\_\_\_\_, Budget Officer

I agree to the terms of the above Letter of Intent.

Signature: Date: