



SMU | INTERNATIONAL STUDENT
& SCHOLAR SERVICES

Tel: 214-768-4475 Fax: 214-768-1051 Email: iss@smu.edu

January 11, 2011

Dear Mr. Washington,

Upon the recommendation of Professor Thomas Jefferson, Chair of the Department of International Student and Scholar Services, and Professor Abraham Lincoln, Assistant Professor in the Department of International Student and Scholar Services, I am pleased to offer you a non-tenure track appointment as Post-Doctoral Fellow, beginning September 15, 2011 and ending September 14, 2013. For the 2011-2012 academic year, your salary will be \$45,000 annually. You will be given \$3,000 annually for research-related travel, and a one-time computer allowance of \$3,000. This appointment is conditional on the availability of Dr. Lincoln's research grant #XXXX. This is a full-time appointment with the fringe benefits appropriate to the job title, and your responsibilities will be determined in consultation with Professor Lincoln and the Dean of the International Student and Scholar Services. This offer is conditioned on your ability to demonstrate work authorization pursuant to immigration laws.

Like all Southern Methodist University employees, you will be subjected to regular review of your work and are expected to comply with all University policies appropriate to your appointment. You are responsible for meeting the job requirements as articulated by your supervisor. Should your contract be terminated for cause, Southern Methodist University reserves the right to cease paying salary and benefits at the time of termination.

I sincerely hope you will accept this invitation and the terms outlined in this letter. To indicate your acceptance of this appointment, please place your signature on the space provided below and return the original letter to my office by January 31, 2011. The signed copy is provided for your records.

Sincerely,

Franklin D. Roosevelt
Dean, International Student and Scholar Services

Accepted: _____

Date: _____