



Oregon State University
College of Engineering

**School of Mechanical, Industrial,
& Manufacturing Engineering**

204 Rogers Hall
Corvallis, Oregon 97331
P 541-737-3441
F 541-737-2600
mime.oregonstate.edu

November 2, 2021

Sami Al-Abdrabbuh



Dear Sami:

Congratulations Sami! I am pleased to offer you a part-time, 0.30 FTE fixed-term position as Instructor in the School of Mechanical, Industrial and Manufacturing Engineering. This letter, when accepted below, serves as a notice of appointment for the period beginning December 1, 2021 and ending March 15, 2022 with a full-time 9-month annual salary rate of \$62,001. We believe that your knowledge, skills, and experience would be a great fit for our School and it is our hope that you will enjoy your role and make significant contribution to the overall success of OSU. Please take the time to review our offer as it includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with OSU. Please also note that reappointments are at the discretion of the School Head.

While it is the University's intention to meet all terms and conditions of this letter, please note that budgetary and/or operational conditions could result in future alterations to your salary, FTE employment, or other terms and conditions of employment. The University will provide the details of any appointment adjustments with advance notice.

Academic faculty positions with the job title of Instructor are represented by United Academics of Oregon State University (UAOSU), AAUP/AFT, AFL-CIO. Please be advised that this position is subject to a collective bargaining agreement between the Oregon State University and UAOSU. For more information regarding the contract, please go to the Academic Faculty Resources page: <https://beav.es/faculty-union-bargaining>.

Decisions related to promotion are never automatic or routine. At the earliest, you will be eligible for promotion on September 16, 2026, provided that you meet both of the following conditions:

1. at least 4 years have elapsed since your initial hire date or last promotion; and
2. accumulated a minimum of 3.0 FTE years in service since your initial hire date or last promotion.

This offer of employment is contingent upon the school's decision that there is sufficient enrollment of students to justify offering the course.

This appointment is subject to all OSU policies and standards, which are incorporated by this reference.

This offer is contingent on your demonstration of your authorization to work in the United States for OSU. Ongoing employment will require your continuing ability to demonstrate that you remain authorized to work in the United States for OSU.

Continued employment is contingent upon your completion of all Critical Trainings assigned to you no later than 60 days after employment and with future recertification requirements. Visit <https://hr.oregonstate.edu/osu-critical-training-program> for additional information about OSU's Critical Training Program. Non-compliance with this requirement will result in discipline, up to and including dismissal with prior notice.

Your position responsibilities are identified in your position description, available from the department.

This position meets the criteria for exemption from the provisions of the Fair Labor Standards Act; thus, you will not be eligible to receive overtime compensation.

Visit the "New Employee Onboarding" website for new employees at <http://hr.oregonstate.edu/inside-osu> for general information to orient you to OSU including work/life balance topics and resources.

Please complete the enclosed personal demographic form and return it with the signed offer letter. This will speed up your access to campus services.

Oregon State University has a technology transfer program. All OSU employees are required to sign an agreement concerning the rights to technology developed during their employment at OSU. If you would like additional information, including rights to a royalty share, contact the Office of Commercialization and Corporate Development, Kerr Administration Building A312, (541) 737-3888.

If you find this offer to be acceptable, please sign the letter in DocuSign and you will receive an electronic copy of the final document for your records.

I look forward to your acceptance of this offer.

Sincerely,

DocuSigned by:

1B32E3132427421...
School Head

I accept this offer, as outlined in this letter.

DocuSigned by:

0AFF8DABE542493...
Sami Al-Abbarabbuh

11/9/2021 | 12:23:19 PST

Date

Cc: HovlandSC HR