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**Merit Term Appointment Job Offer Confirmation Letter**

**{Date}**

Dear **{name}**:

This letter will confirm your acceptance of the position of **{title} {jobcode}** within the **{department}** at the University of Iowa. The position offered is **{full-time/\_\_\_% part-time}** at a **{salary/pay rate}** of **{$$$} per {year/hour}**. You will serve a 6-month probation period. This is a Term Appointment and the appointment will end (**date**). It is possible that your term of appointment could be extended, but at this time I am only assured of funding for the position through the date indicated. For further information on Merit Tern Appointment, please refer to the Merit Term Appointment Definition below.

*[Paragraph about University of Iowa department if desired.]*

Your employment is scheduled to begin on **{date}**, and your hours of work will be **{days}** from **{hours of work}**. You should report to **{building and room number}** no later than **{time}** and ask for **{contact person}** upon your arrival. **{He/She}** will begin your orientation to the department and your position. You will be paid **{bi-weekly/monthly}** and will receive all payments by direct deposit. You may designate your direct deposit account on the University of Iowa Self Service Center web site shortly after you begin your appointment.

Your employee benefit options will include medical and dental insurance, life insurance, disability insurance, and health care and dependent care spending accounts, and a retirement plan with either TIAA or IPERS.  Insurance coverage is available for you, your spouse or domestic partner, and your children.  You will be eligible for University of Iowa benefits on the first of the month following your start date. You will also be eligible for vacation, sick leave and university recognized holidays.

The University of Iowa is required by federal law to verify the identity and work authorization of all new employees. Accordingly, this offer is contingent upon such verification. This offer is also contingent upon the university’s verification of credentials, references that provide positive and relevant information, and other information required by law and/or University policies, including self-disclosure of conviction history and a criminal background check.

The attached addendum provides additional details about employment at the University of Iowa. Please feel free to call me if you have any questions about the department, the University, or the terms of this letter.

We encourage you to contact your Human Resource Representative {**name & phone number}** to discuss your needs if you are a person with a health condition or disability and need assistance related to your new position.

Welcome to the University of Iowa. We are very excited that you have chosen to share your talents with one of the best public universities in the country. As a member of the University community, you become part of an exceptional institution rich in both tradition and opportunity. I am delighted to have you join the university and look forward to working with you.

Sincerely,

(Signature)

Name, Title, etc.

Accepted by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Note: Special federal and state tax withholding rules apply for nonresidents with immigration status F1, J1, J2, H1B, TN, O1, Asylee and Refugees.  For more information regarding these rules, please contact the [Payroll Office](mailto:at%20payroll-nra-web@uiowa.edu)

**\*Please refer to *Merit Term Appointment Definition* in the Addendum to Offer Letter section.**

**Addendum to Offer Letter**

**Benefits**

The University of Iowa offers a full array of benefits that add considerably to the value of your total compensation. To best suit your personal needs, you are able to select between various benefit options. Selecting a retirement plan is an **irrevocable decision** that must be made within 60 days of your hire date. The University has two retirement plans from which you may choose, both with generous University contributions. You are required to participate in either the Iowa Public Employees Retirement System (IPERS) plan or the University Funded Retirement Plan through Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA-CREF). The IPERS plan is a Defined Benefit plan and retirement income is determined by a formula based on your years of service and salary earned. The TIAA-CREF plan is a Defined Contribution plan and retirement income depends upon your individual retirement investment returns. If you are not currently participating in one of the two plans through the University, you may have a retirement plan election opportunity at this time. In that case, the University Benefits Office will be sending you additional information about these plans and a Retirement Plan Election Form following your acceptance of this offer. Detailed information regarding University benefits may be obtained from the Benefits web site: http://hr.uiowa.edu/benefits. Any questions concerning the benefit programs may be directed to the University Benefits Office (319-335-2676).

**I-9 Requirements**

You are also required by federal law to complete an I-9 form to verify your eligibility for employment.  The University expects this form to be completed prior to your employment whenever possible, or on the day you begin work.  Please be prepared to present the documents necessary to complete this form and confirm your eligibility (refer to I-9 information <http://hr.uiowa.edu/immigration/i-9-information>).

**Harassment Prevention Training**

The University of Iowa is committed to the creation and maintenance of a positive work environment for all. Toward this goal and per the University of Iowa’s [*Policy on Sexual Harassment and Sexual Misconduct*](https://opsmanual.uiowa.edu/community-policies/sexual-harassment-and-sexual-misconduct/education-programs), you are required to successfully complete an approved harassment prevention education course during the first two months (six months if not identified as an academic administrative officer per the policy) of employment and to complete periodic trainings as outlined in the university’s Policy on Sexual Harassment and Sexual Misconduct. Once you begin employment, you may satisfy this requirement by completing an approved online course or instructor-led course (if available). To view your initial due date for completion of this course, login to the [UI Compliance & Qualifications system](https://compliance.hr.uiowa.edu/my_compliances), locate the “Harassment Prevention” compliance on your dashboard, and click “View Details.”  The appropriate harassment prevention courses based on your current role at the university will be displayed. Simply click the “Enroll in Course” button to begin. Further information about the education requirement and login instructions are available on the Office of Institutional Equity’s [Harassment Prevention Education website](https://diversity.uiowa.edu/programs/training-programs/harassment-prevention-education-course-information)

**Post Offer Self-Identification**

As required by federal contracting regulations, the University of Iowa must provide persons who have been extended a job offer the opportunity to self-identify as a protected veteran and/or as an individual with a disability. This information is used to monitor and report on the university’s equal employment opportunity/affirmative action programs. Submission of this information is **voluntary,** and refusal to provide it will not subject you to any adverse treatment. Please take a moment to visit the [Post Offer Self-identification website](https://jobs.uiowa.edu/postOffer) and complete the voluntary self-identification form. If you prefer to complete the form by mail, please contact the Office of Institutional Equity via email ([oie-ui@uiowa.edu](mailto:oie-ui@uiowa.edu)) or phone (319-335-0705).

**Intellectual Property Policy**

As a condition of your employment, you are required to follow all university policies, including the University of Iowa Intellectual Property Policy under which the University of Iowa Research Foundation (UIRF) assumes ownership of qualifying inventions as that term is defined in section 30.3.b(2) of the University of Iowa Inventions Policy and of copyright in works described in section 30.4b(2)(b) of the University of Iowa Copyright Policy. Upon commencing employment at the university, you hereby assign all right, title, and interest in qualifying inventions and such copyrights to UIRF.

**Tobacco Free Campus**

The University of Iowa, in an effort to promote the health and well-being of its faculty, staff, students, and visitors, has chosen to maintain a tobacco free environment. All tobacco use is prohibited in all university buildings and on all university-owned, leased, or managed properties, including parking lots, garages, and all outside areas.

**New Employee Orientation**

An orientation is held monthly for new employees of the University of Iowa. The orientation schedule is located at the following website: <http://hr.uiowa.edu/learn/orientation>

**I acknowledge receipt of this addendum and accept the conditions therein.**

Initials\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_

***Merit Term Appointment Definition***

**IOWA BOARD OF REGENTS MERIT SYSTEM RULES 681—3.85(8A) TERM APPOINTMENT**

When it is known that a particular job, project, grant or contract will require the services of an employee for a limited duration or where funding must be renewed periodically, a term appointment may be made. The initial appointment will not be made for more than one year. Renewals beyond one year may be approved by the resident director on the basis of funding availability or institutional limits on term appointments. Such appointments will not confer to the individual any right of position, transfer, demotion, promotion, or recall, but incumbents shall be eligible for vacation and sick leave, except that a term appointment made for less than 780 hours will be considered a temporary appointment under Iowa Board of Regents Merit System Rules 681—3.82(8A) without conferring rights or eligibility for vacation or sick leave.

# Information That Needs To Be Included In Every Offer Letter

* Job Classification title
* Employing department
* Terms of appointment
  + Full time Regular
  + Part time (%) Regular
* Start date
* Compensation
* Rate of pay
* Frequency of pay
* Optional
  + A valid driver’s license is required for this position. Your offer of employment is contingent upon a review of your driving record and compliance with the standards of the University of Iowa’s Driving Policy. Failure to meet the requirements of the University of Iowa’s Driving Policy may result in the withdrawal of the employment offer.
  + For Merit bargaining covered positions: Your employment in this position will be governed by the State Board of Regents Merit Rules, a collective bargaining agreement between the State of Iowa and the American Federation of State, County, and Municipal Employees (AFSCME), and The University of Iowa Operations Manual. Copies of these three documents can be made available for your review through your supervisor.
  + For Merit exempt/confidential positions: Your employment in this position will be governed by the State Board of Regents Merit Rules and The University of Iowa Operations Manual. Copies of these documents can be made available for your review through your supervisor.
  + To ensure the UI campus community is in compliance with FERPA regulations, all UI faculty, teaching assistants, and staff who may interact with or work with students and/or student records will be required to complete [FERPA training](https://registrar.uiowa.edu/faculty-and-staff-ferpa-training) every three years. Subsequent certifications will be completed annually when employees are required to attest to the “UI Confidentiality Statement” on the Employee Self-Service site every January.