(Insert Date)

(Name)

(Address)

(City, State & Zip)

Dear (Insert Name):

On behalf of North Carolina State University and the Department of Athletics in the Chancellor’s Unit, I am pleased to offer you employment in the EPA Professional non-faculty position of (Insert Title) at a gross annualized salary of $(Insert Salary) effective (Insert Date). This is an “at will” appointment that carries a (Insert FTE) full time equivalent (FTE) service obligation on a fiscal year (12-month) basis, with continuation or discontinuation at the discretion of the Chancellor (or Chancellor’s designee).

(Insert any specific departmental / college employment responsibilities / commitments here.) [e.g. essential job functions; moving expenses if allowed by policy, etc.]

Employment in this position is contingent upon a satisfactory background check, verification of academic and professional credentials, (including an official copy of your transcript if you are the Instructor of Record for a course offered at NC State for academic credit per [*NC State Regulation 05.20.40, Instructor Qualifications*](http://policies.ncsu.edu/regulation/reg-05-20-40)), and your agreement to abide by the policies, regulations and rules of the University, as well as any funding contingency (as noted on addendum). The information on the attached addendum is incorporated as part of this letter.

Please acknowledge your acceptance of this appointment by signing this letter, and its incorporated addendum, and returning it to me by (Insert Date)

My colleagues and I sincerely look forward to working with you at NC State University. Should you have any questions, please do not hesitate to contact me or our Human Resources Director, (Insert Name).

Sincerely,

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Name), Director of Athletics

cc: W. Randolph Woodson, Chancellor

(Name, Division Business/HR Officer)

Human Resources Information Management, Campus Box 7210

I accept this offer and agree to abide by the policies and regulations of the University.



Employment Letter Addendum – Athletics EPA Professional (non-faculty, at will)

# Employment Policies

Your appointment to this position is subject to the Constitution and laws of the United States and the State of North Carolina, and to the policies, regulations and rules of the University of North Carolina and NC State University as adopted and as periodically revised or amended. NC State University policies, regulations and rules, and the UNC Code, are located online at <http://www.ncsu.edu/policies/homepage.php> and <http://www.northcarolina.edu/policy/index.php> respectively.

Your performance, salary, and responsibilities will be reviewed according to established University requirements and departmental evaluation criteria.

# Funding Contingency

**Yes \_\_\_\_\_ or No \_\_\_\_.** **Hiring Unit: Is this position funded in whole or substantial part from sources other than continuing State ​budget funds or permanent trust accounts?**

If yes, the source of funding (and successor grants or contracts) for this position is (Specify the source of funding, i.e., name(s) of specific grant(s) or contract(s) or other non-permanent trust account from which the position is funded), and as such, your employment is contingent upon the continued availability of such funding.  No State Budget funds may be used to fund this position. Please be aware that the effect of this funding contingency may apply without further notice as outlined in section 2.3 of NC State University Policy 05.15.1<http://policies.ncsu.edu/policy/pol-05-15-01>.

# Orientation & Benefits Enrollment

Please contact the NC State Onboarding Center at (919) 513-1278 or [onboardingcenter@ncsu.edu](mailto:onboardingcenter@ncsu.edu) to schedule a time to meet on your first day. Visit the [Onboarding Center Website](https://onboarding.ncsu.edu/), including its “Preparing for Your First Day” section to learn everything you need to know to begin employment. You will also find information about the many services, opportunities, and benefits you have access to in your new position.

Information concerning retirement, health, and other benefits is available through NC State’s Division of Human Resources online at: <http://www.ncsu.edu/human_resources/benefits/> or by phone at (919) 515-2151. **\*IMPORTANT NOTE: Some benefits require enrollment within the first 30 days of employment. To avoid forfeiture or default, please attend a New Employee Orientation session within your first week or two of employment.**

Benefits-eligible EPA Professional non-faculty positions receive 24 days of annual leave per year (accrued at 2 days per month, prorated for less than 1.0 FTE). More information about annual leave, as well as information concerning other applicable leave benefits for EPA employees, are included in the following policy: [http://policies.ncsu.edu/policy/pol-05-15-01.](http://policies.ncsu.edu/policy/pol-05-15-01)

Employees of the University are required to participate in the Direct Deposit Program using their financial institution of choice. Information concerning this program and additional banking options may be found at:

# <http://policies.ncsu.edu/regulation/reg-05-45-01>.

**Proof of Work Authorization**

As required by Federal law, this offer is contingent upon your presentation of authorized documentation that verifies your identity and your eligibility to legally work in the U.S. On or before your start date, you must complete Section 1 of the Form I-9 (Employment Eligibility Verification). No later than three days after your start date, you must present valid documentation to a designated HR representative to complete Section 2 of the Form I-9. If you need employment sponsorship in order to legally work for NC State University, your department must work with HR's International Employment unit to petition for nonimmigrant work-authorized status for you. For assistance, you and your department should contact International Employment & Taxation at 919-513-3338.

# Public Records

This appointment letter, including the payment amounts and other terms and conditions contained herein shall not be confidential and shall be considered a public record within the meaning of the North Carolina Public Records Act, N.C. Gen. Stat. §132-1 et seq.

**Academic Values**

As an employee of the Athletics Department, it is your responsibility to ensure that all academic standards, including those in connection with the recruiting and eligibility of prospective and current student athletes, are followed. You agree to work to encourage academic progress of student-athletes toward graduation, in conjunction with the faculty and administrators of NC State.

**Compliance with NCAA and ACC Rules**

This appointment is contingent upon your agreement to abide by the policies, regulations and rules of the University, the NCAA, and the ACC. Failure to abide by these policies, regulations and rules shall be deemed a violation of this employment agreement and may be grounds for termination of the agreement.

**External Professional Activities for Pay/Outside Compensation**

You may earn outside compensation while employed by the University with prior approval of the Director of Athletics and Chancellor, and subject to compliance with the “Policy on External Professional Activities for Pay” of the UNC Board of Governors and North Carolina State University’s Board of Trustees, NCAA regulations governing receipt of athletically related income and benefits from sources outside the University, and all other applicable state and federal policies and laws concerning conflict of interest. Subject to specific reporting requirements established by the University, no external activities will be allowed without having on file with the Director of Athletics a signed approval of the “Notice of Intent to Engage in External Professional Activities for Pay” prior to engaging in those activities.

Any external activities for pay are completely independent of your University employment. The University shall have no responsibility for payment of monies owed to you arising from, or related to, any external activities for pay and/or contracts with other parties. While participating in external activities for pay, you are required to take leave in the form of vacation and properly account for that leave on the University’s Leave System.