



OFFICE OF THE PROVOST - ACADEMIC AFFAIRS
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KENDALL GREEN
800 FLORIDA AVENUE, NE
WASHINGTON, DC 20002-3695

REVISED

June 16, 2009

Mr. Max Kazemzadeh
2301 Double Oak Court
Denton, TX 76209

Dear Mr. Kazemzadeh:

We are pleased to offer you a nine-month, full-time regular tenure-track faculty appointment to Gallaudet University as an Assistant Professor in the Department of Art, College of Liberal Arts, Sciences, and Technologies beginning August 16, 2009 through Commencement, May 14, 2010. Your salary for a nine-month appointment for the 2009-2010 [REDACTED]. You will be notified annually, in writing, of the continuance or non-continuance of this appointment. **As agreed, you will be given two years credit toward tenure making you eligible for tenure consideration in 2013.** We hope you consider accepting this position. Permit me to cover some details related to the position.

While the University Guidelines and other related documents address criteria to be considered in connection with reappointment, it should be understood that reappointment and tenure are not automatic. In all instances, employment is contingent upon adequate funding, competent performance as outlined in the Faculty Guidelines, and upon the needs of the department school, and University. Please review sections 6.8.6.3, 6.8.6.4, and 6.8.6.5 of the Guidelines of the University Faculty (enclosed) regarding Proficiency in Sign Communication criteria for reappointment, merit increases, promotions, and tenure.

Your appointment for the 2009-2010 academic year is contingent upon Gallaudet University's receipt of sufficient funding and may be abrogated, either during its term or after the deadline for non-renewal has passed, should unforeseen financial exigencies occur. You will be given as much advance notice as is practical under the circumstances but, in any event, no less than thirty (30) calendar days' notice.

As you know, Gallaudet University is dedicated to providing the best possible education to its students. Accordingly, your Dean requests that you work with your department chair to develop an annual work plan which sets your goals, and a plan for achieving your goals in teaching, research/scholarship, service, and proficiency in sign communication. Untenured faculty appointments are reviewed annually and you will be required to demonstrate competence in the above-mentioned areas. Continued employment for regular faculty at Gallaudet University is also contingent upon the achievement of a minimum rating as defined by the Faculty Guidelines of the American Sign Language Proficiency Interview (ASLPI) evaluation before

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February 15 of the third year of service in order to be eligible for reappointment beyond the third year. In addition, demonstration of sign language skills at the "Advanced" level or better is one of the requirements for tenure consideration for regular faculty on a tenure-track appointment.

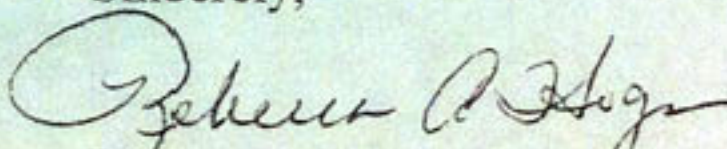
In order to meet the sign communication requirements, we require that all new faculty attend a New Faculty Orientation Program (NFO). This program gives intensive training in sign communication, a brief orientation to Gallaudet University and its programs and services, and information related to Deaf Culture and Multicultural Awareness. Further information about this training will be sent to you from the coordinator of the program.

As a regular tenure-track employee, you are eligible for a wide range of benefits offered by the University. These benefits are described in the enclosed brochure. Remember, you must complete your life, health and dental insurance forms no later than 30 days from the effective date of your appointment. If you have any questions, please contact the Benefits Office at 651-5111. Other conditions of employment are described in the Administration & Operations Manual and in the University Faculty Guidelines.

Please acknowledge acceptance of the above conditions of employment by signing and returning one copy of this letter along with your completed information sheet and tax forms to my office as soon as possible. If a signed copy of this offer is not returned by **August 10, 2009**, this offer will become void.

Welcome to Gallaudet University. We look forward to having you on our faculty during the 2009-2010 academic year. If you have any questions or concerns, please feel free to contact me at Rebecca.hogan@gallaudet.edu.

Sincerely,



Rebecca A. Hogan, Director
Academic Affairs Personnel

cc: Dr. Marguerite Glass, Chair
Dr. Isaac O. Agboola, Dean
Coordinator, NFO Program
Personnel

Signature

Date