## SAMPLE LECTURER OFFER LETTER: MULTI-YEAR APPOINTMENT

<<Date>>

«MrMrs» «FirstName» «LastName»

«Title»

«Address»

«University»

«City», «State»

«PostalCode»

«Country»

Dear «Name»,

I am delighted to put in writing our offer to you to join us as Lecturer on [SUBJECT] in the Department of [DEPARTMENT NAME] at Harvard University, for the fall term of the 20[XX]-20[XX] academic year, to teach [NUMBER] courses in [FIELD]. As you know, this is a non-renewable three-year position, with the second two years contingent upon a successful performance review after your first semester of teaching. Your appointment will begin on [DATE] and end on [DATE]. The academic calendar, which lists important dates and deadlines, can be found at <https://registrar.fas.harvard.edu/ten-year-calendar>. Please note that faculty members are expected to be available through the final examination period.

This is a [SPECIFY ONE: full-time/part-time] position. Our understanding is that you will teach [X undergraduate lecture courses] on [SUBJECT] and [a junior seminar] on [SUBJECT]. We assume that you will also be willing to consult informally with our graduate students about a variety of topics, to read their proposals and occasional chapters, to share your insights and suggestions with them, and to take part in the Ph.D. oral exam process if needed. We also would like you to evaluate up to three undergraduate senior honors theses, and we may call upon you, if needed, to advise up to two undergraduate theses. [DUTIES CAN BE EDITED TO FIT NEEDS.]

All appointments are contingent upon approval of an appropriate visa as required by U.S. Citizenship and Immigration Services (USCIS).  The Harvard International Office (HIO) helps individuals secure visas and other appropriate documentation allowing them to enter the United States and pursue their activities at Harvard.  If you need such assistance, and as federal regulations permit, HIO will assist you in the process of obtaining temporary visa status.  The United States government, however, remains the final arbiter of all immigration-related cases.  Furthermore, we note that as a result of the COVID-19 virus pandemic, the United States Department of State visa services at all United States embassies and consulates may be delayed or otherwise impacted. It is ultimately the responsibility of the individual appointee to ensure they obtain an appropriate entry visa and any other required authorization prior to arrival at Harvard for their appointed term. In the event that you are unable to obtain a visa and any other required authorization within that time for any reason, Harvard shall have no obligation to pay the salary specified for the appointment.

Your compensation for this position will be $[XX,XXX], paid to you on the last business day of the month. This is based on a full-time equivalent salary of $[YY,YYY]. [INCLUDE IF RELEVANT FOR FULL-TIME APPOINTMENTS: “The expectation is that you will accord the Department your primary professional commitment during [INSERT NUMBER] months.”] You will also be eligible for subsidized, comprehensive benefits at Harvard. Most of the benefit plans require a contribution from participants for coverage. More information on benefits costs is available at: <https://hr.harvard.edu/plan-rates-features>. Please note that you must enroll in benefits *within thirty days of the start date of your appointment*. As you must first complete your I-9 form, please contact [CONTACT NAME], at [PHONE NUMBER] or [EMAIL ADDRESS] as soon as possible, for instructions on how to complete the I-9. Once your completed I-9 has been processed, you will be able to enroll in benefits. More information on completing the I-9 form is also available at <https://oc.finance.harvard.edu/guidance-regarding-i9-collection-during-covid19?admin_panel=1>.

Harvard University continues to place the highest priority on the health, safety and wellbeing of its faculty, staff, and students, as well as the wider community – and as such, Harvard community members must comply with the University’s health and safety guidelines and protocols including but not limited to those related to COVID-19. Additionally, as detailed on our [COVID-19 Vaccine Requirement Webpage](https://huhs.harvard.edu/covid-19-vaccine-requirement-faqs), the University requires all new faculty and other employees to provide confirmation of primary series COVID-19 vaccination. You can do so via a [vaccine attestation form](https://facultyresources.fas.harvard.edu/sites/hwpi.harvard.edu/files/facultyresources/files/faculty_new_hire_vax_attestation_form.pdf?m=1678205650). You may also claim exemption from the vaccination requirement for medical or religious reasons, also prior to completing the hiring process, by requesting a form from mrecords@huhs.harvard.edu. Please note that completion of the exemption process can take two to three weeks. Unvaccinated individuals who are approved for an exemption may also be subject to additional public health measures. If approved for an exemption, you will be considered in compliance with the University’s requirement. If not approved, we may rescind your offer of employment or terminate your employment, if applicable. Additional information regarding this requirement, exemptions, verification of vaccination status, and other related policies and resources may be found on the University’s [COVID-19 Information Website](https://huhs.harvard.edu/covid-19-information#gsc.tab=0).

All incoming faculty and researchers at Harvard University will be asked to review and sign an electronic version of the Harvard University Participation Agreement (https://vpr.harvard.edu/harvard-university-participation-agreement), which is designed to help carry out the Harvard University Intellectual Property Policy and other research policies. Please review and electronically sign the Participation Agreement by the start of your appointment. For information on other FAS and University policies pertaining to your appointment, please see the *FAS Appointment and Promotion Handbook* (<https://academic-appointments.fas.harvard.edu/>). Harvard is committed to building an inclusive community where people from all backgrounds feel welcomed and valued. We expect members of our community to treat everyone with respect, not engage in harassment of any kind (e.g., see <https://academic-appointments.fas.harvard.edu/f-sexual-harassment-and-unprofessional-conduct>), and behave professionally with students and colleagues, both on campus and off (including refraining from any one-on-one activities with undergraduates in which alcohol is involved).

Your first-year review will take into account student evaluations and collegial relations and may include class visits and/or videotaping. You will be assessed based on excellence in classroom teaching, readiness to contribute to the courses through materials preparation and assistance to graduate students, accessibility to students who need extra help, and a willingness to learn new approaches and techniques and to work on any areas that might need improvement. [NAME] will be happy to speak with you at any time about your performance. In addition to the first-year review, the department will assess your performance throughout the term of your appointment. If it is determined that your performance is not satisfactory, the appointment may be terminated without notice.

We would also like you to participate in this year’s orientation for new lecturers, organized by the Faculty of Arts and Sciences’ Office for Faculty Affairs (OFA) and currently scheduled for [DATE]. OFA will be in touch with more details and a formal invitation.

Along with my colleagues, I look forward to your joining us in the fall. Information about Harvard’s many cultural and intellectual resources can be found at <https://news.harvard.edu/gazette/harvard-events/>. Please formally respond to this letter at your convenience. If you have any questions, feel free to contact me at [PHONE NUMBER] or [EMAIL ADDRESS], or [NAME OF DEPARTMENT ADMINISTRATOR], the Department Administrator. I look forward to hearing from you soon.

Sincerely,

Chair, Department of [DEPARTMENT NAME]

cc: [ASSISTANT DEAN]

[DEPARTMENT ADMINISTRATOR]