



Executive Office of the President

NOTICE OF APPOINTMENT

September 12, 2017

Avram Chomsky
[Redacted]

Department: Linguistics 0431
EmplID: [Redacted]
Current Status: Active

The following appointment(s) with the University of Arizona has/have been approved. This Notice of Appointment incorporates any authorized agreements or letters of offer you have signed with either your department or college that contain specific conditions related to your employment with the University of Arizona.

Professor, Linguistics (Multi-Year from 2017 to 2020) in Linguistics, effective from September 05, 2017 through May 20, 2018 at 0.250 FTE, with an annualized academic base salary of \$250,000.00. This appointment is subject to and incorporates the provisions of Arizona Board of Regents (ABOR) Policy Manual, Policy 6-201, Conditions of Faculty Service, and Chapter 3 of the University Handbook for Appointed Personnel (UHAP).

During this appointment period your current classification as an exempt employee, your rate of pay, and your time keeping responsibilities may be directly impacted by regulations issued by the Department of Labor under the Fair Labor Standards Act (FLSA). In the event your employment must be reclassified as non-exempt per the FLSA regulations, your annualized salary will be converted to an hourly rate, and you will receive an amended notice of appointment or reappointment, as appropriate, for the remainder of your existing appointment period that complies with the FLSA and its regulations. Faculty members whose primary duties consist of teaching are anticipated to retain their exempt status.

Salaries at the University may be funded from a variety of sources, including state appropriations, and other non-state appropriated sources, such as retained tuition dollars, grants, contracts, clinical revenue, or other funds earned by the institution. Your salary is funded by non-state appropriated sources. In the event these non-state appropriated funds are no longer available, your FTE and/or salary could be reduced, or your appointment could be terminated if you are not in a tenured or continuing status appointment.

If your appointment(s) is not intended to extend beyond six months or you have an adjunct faculty appointment(s), you will not be entitled to a notice of non-renewal or review with respect to the short-term or adjunct appointment(s) listed on this document.

If you perform professional clinical practice activities through B-UMG and that relationship ceases, your University appointment and employment will terminate unless otherwise specifically determined by the University (in which case your compensation and benefit arrangements will be adjusted accordingly).

In the past, the University has implemented a furlough plan as a cost-saving measure, as directed by ABOR. Should additional furloughs be approved, you will be notified in accordance with duly adopted furlough plan guidelines, and will be required to comply with any such measures during the course of your employment. If furloughs are implemented, applicable information will be made available by the Division of Human Resources.

Sincerely yours,

Robert C. Robbins (handwritten signature)

Robert C. Robbins, President

By accepting this appointment under the conditions stated above, I agree that I am subject to ABOR Conditions of Service

and corresponding provisions of the UHAP, as referenced above.

I understand that employment status changes such as leaves of absence and FTE modifications that occur during the Fiscal Year will be reflected on a Personnel Action Form (PAF), and will be available through my department's business office and UAccess.

During this appointment period, I also understand that my current classification as an exempt employee, my rate of pay, and my time keeping responsibilities may be directly impacted by regulations issued by the Department of Labor under the FLSA and that my employment and this Notice of Appointment/Reappointment may be amended to reflect my classification as a non-exempt employee under the FLSA.

I agree to comply with the rules, regulations, and policies of the University of Arizona and the Arizona Board of Regents related to my appointment, including, but not limited to, the intellectual property policies as from time to time amended and the standards of professional conduct referenced in policies of the University.

I hereby assign to the Arizona Board of Regents all my right, title and interest to intellectual property created or invented by me in which the Arizona Board of Regents claims an ownership interest under its Intellectual Property Policy (the "ABOR IP Policy"). I agree to promptly disclose such intellectual property as required by the ABOR IP Policy, and to sign all documents and do all things necessary and proper to effect this assignment of rights. I have not agreed (and will not agree) in consulting or other agreements to grant intellectual property rights to any other person or entity that would conflict with this assignment or with the Arizona Board of Regents' ownership interests under the ABOR IP Policy.

Signed ELECTRONIC SIGNATURE NEEDED

Please accept this appointment within 14 days (for fiscal appointees) or 30 days (for academic appointees).