**50% RA/TA Summer Appointment Letter Template**

**Instructions:**

1. **Update all areas highlighted in gray**
2. **Edit/Remove yellow highlighted text as applicable**
3. **Put on unit letterhead**
4. **Obtain signatures**
5. **Send to student as a PDF**

<Date>

<First and Last Name> ASU ID #: <Ten-Digit ID>

Electronically Delivered Degree Plan: <Program Name, MS/PhD>

Dear <First Name>,

We are pleased to offer you an appointment as a 50% Graduate <Research/Teaching> <Assistant/Associate> <RA/TA> (20 hours per week) for the Summer <20XX> semester in the <unit name>.

This position reports to <first name last name> and you will be responsible for <include specific duties here; if TA position, provide course number/dates/times>.

This <RA/TA> appointment is subject to the “Appointment Terms and Conditions” stated below. If you wish to accept this appointment, you must sign and return this document to <insert name/email address> by <insert date> otherwise this offer of appointment is automatically withdrawn.

<If teaching summer courses, you may include the following table/contingency language and state “the assignment(s) listed below” in the paragraph above for specific duties>

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Course** | **Class #** | **Session** (including payroll start/stop dates) | **Units(credits)** | **FTE** | **Salary** |
| *Example 1: ENG 101* | *71270* | *1st six-week session**(05/16/2024-06/26/2024)* | *3* | *.50* | *$3,687.90* |
|  *ENG 101* | *71271* | *2nd six-week session* *(06/27/2024-08/06/2024)* | *3* | *.50* | *$3,687.90* |
| **Total Compensation:** |  *$7,375.80* |

This offer is contingent on sufficient enrollment in the course(s) listed above and the availability of funding, and may be rescinded or salary reduced at any time prior to the start date of the appointment if the needs of the unit change.

Sincerely,

<Name>

<Title/Position>

**Appointment Terms and Conditions**

Appointment Start/End Date

For this semester appointment, your start date will be <xx/xx/xxxx> and the end date of this appointment will be <xx/xx/xxxx\*>.

\*As an F1/J1 student in your final semester, the end date of your appointment cannot extend past your degree conferral date.

If you fail to start your appointment on the designated start date, you will be deemed to have abandoned the appointment, and the appointment will automatically terminate. In that event, you forfeit the stipend, the tuition, award, and any other benefits that would have come to you because of the appointment.

Stipend and Payment of Stipend

This appointment provides financial support in the form of a stipend in the amount of <$7,375.80 (note: this is ASU AY2022-23/Summer 2024 minimum amount)> for the semester. This 50% FTE, 20 hours per week appointment (ASU’s maximum allowed appointment) will be implemented through Arizona State University’s payroll system, and your stipend will be paid out in installments on a bi-weekly basis. During this appointment, you will receive <$xxx.xx> per pay period.

Tuition Award

As a 50% <RA/TA>, you will receive a tuition award (reflected as RA/TA Remission on your student account) for 100% of ASU graduate tuition (international, non-resident or resident). The current semester value of the tuition award for students enrolling in 6 credit hours (standard number for ASU graduate students, however, only 1 credit is required in summer) is $7,794 for international/$7,218 for non-residents/$4,128 for residents. Your award will be based on your actual tuition and will not exceed those charges. Additional credit hours may provide an additional benefit.

Health Insurance

This 50% appointment provides premium coverage for ASU individual health insurance.

* If you were not in a 50% RA/TA appointment for the Spring 2024 semester, you can elect summer health insurance coverage by emailing insurance@asu.edu.
* If you were in a 50% RA/TA appointment for the Spring 2024 semester, you will automatically have Summer 2024 health insurance coverage.

The current value of the ASU health insurance premium is $695 for the summer semester. Please note, if you need health insurance, you must email insurance@asu.edu; if you decline, you will be without coverage from the university. The University will not cover premiums for any other insurance plan.

Fees and Program Tuition

Assistantships do not cover university mandatory fees, program tuition and/or fees for the summer sessions; these are your responsibility. For more information of the ASU cost of attendance visit <https://students.asu.edu/standard-cost-attendance>.

Additional Funding

Additionally, you have been awarded a <University Graduate Fellowship> (or other fellowship funding), in the amount of $<x,xxx> per semester. Your fellowship <award/awards> will be disbursed in one increment: <$X,XXX> at the beginning of the Summer <20XX> semester.

Financial Aid Impact

If you have applied for and/or received financial aid, acceptance of this assistantship may decrease your financial aid funding eligibility. Please consult Financial Aid and Scholarship Services if you have additional questions.

Limited Term Appointment

RA/TA appointments are, by definition, term appointments and do not create any expectation for continued appointment. Therefore, this appointment automatically expires at the end of the appointment term without further notice of termination.

Appointment Contingent on Funding Availability

The RA/TA appointment is contingent on the availability of funds to support the appointment which may terminate if funding is no longer available.

Taxes

Please note that your assistantship stipend will be subject to appropriate tax deductions, and it is your responsibility to understand the costs of benefits and tax implications of your appointment. If you have any questions about the tax implications of your appointment, please consult your tax advisor. ASU staff does not provide tax advice.

Graduate Assistant Training (TA/RA)

Graduate Assistant Training provides valuable information and resources and is required for all new graduate RAs and TA’s. Returning teaching and research assistants should visit their training portal to complete any new ASU training requirements.

The trainings are a combination of ASU required trainings as well as Graduate College trainings. Failure to complete the required trainings could result in the termination of your graduate assistantship.

To register for the Program, please visit <https://graduate.asu.edu/current-students/enrich-your-experience/professional-development/graduate-assistant-training-tara>.

Additionally, the Graduate College offers the Teaching Assistant Field Guide which is available to all teaching assistants via [Canvas](https://canvas.asu.edu/enroll/B3M3TG). Designed as an online reference tool, the TA Field Guide includes modules offering an introduction to the TA experience, instructional strategies, and classroom management and includes onboarding checklists, policy and procedure information, best practices and asynchronous discussion space.

Additionally, the Graduate College offers the Research Assistant Field Guide which is available to all research assistants via [Canvas](https://canvas.asu.edu/courses/89088). Designed as an online reference tool, the RA Field Guide includes modules offering an introduction to the RA experience, best practices for working with your supervisor, and how to build on your experience.

Required Training

Before undertaking your responsibilities, (e.g., first day of classroom, lab or other student-facing responsibilities), you are required to complete the training modules outlined below. All trainings can be found at <https://graduate.asu.edu/current-students/funding-opportunities/graduate-appointments-and-assistantships/resources-for-students/training-and-orientation>

The following trainings can be completed **between signing of the Appointment Letter and processing of RA/TA position in the ASU payroll system**:

|  |  |  |
| --- | --- | --- |
| **Title of Training** | **Location of Training** | **Frequency of Training** |
| [Academic Freedom Orientation Lesson](https://youtu.be/IQ00CpyW3wA) | Web-based | Once |
| [Community of Care: Welcome Sun Devils](https://eoss.asu.edu/communityofcare?_ga=2.88067674.354212508.1624893785-360886073.1615820093) | Canvas course | Once and each time it is updated |
| [Everfi Violence Prevention program](https://canvas.asu.edu/enroll/EGHNK7) | Canvas course | Once |
| [Information Security Awareness Training](https://getprotected.asu.edu/training/asu-information-security-training) | CareerEdge | Annually |

The following trainings should be completed **after** **processing of RA/TA position in the ASU payroll system:**

|  |  |  |
| --- | --- | --- |
| **Title of Training** | **Location of Training** | **Frequency of Training** |
| [Arizona Public Service Policy](https://cfo.asu.edu/public-service-policy?_ga=2.88067674.354212508.1624893785-360886073.1615820093) | CareerEdge | Once |
| [ASU - Your Duty to Report](https://cfo.asu.edu/OEI-training?_ga=2.88067674.354212508.1624893785-360886073.1615820093)& [Preventing Harassment and Discrimination](https://asu.csod.com/ui/lms-learning-details/app/course/cf195b5d-7bdc-45f2-8a41-9cc1b41d91f5) (Non-supervisor) | CareerEdge | Every 2 years |
| [Community of Care Training for Employees](https://asu.csod.com/LMS/LoDetails/DetailsLo.aspx?loid=0f1c443b-efb7-428e-9b72-d3855b682f1c#t=1) | CareerEdge | As needed |
| [FERPA Training for Staff (for System Access)](https://getprotected.asu.edu/training/asu-and-ferpa?_ga=2.88067674.354212508.1624893785-360886073.1615820093) | CareerEdge | Once |
| [Fire Safety](https://cfo.asu.edu/ehs-training?_ga=2.252692811.354212508.1624893785-360886073.1615820093) | CareerEdge | Annually |
| [Research and Academic Integrity](https://asu.csod.com/LMS/LoDetails/DetailsLo.aspx?loid=5862ac1b-7289-400c-9e35-3d53d74e1f26#t=1) | CareerEdge | Once |
| [Inclusive Communities](https://cfo.asu.edu/OEI-training) | CareerEdge | Every 2 years |
| [Seeds of Sustainability](https://sustainability-innovation.asu.edu/campus/what-you-can-do/)  | Canvas | Once |

Responsible Conduct of Research Requirement **[Required only for RAs on sponsored accounts]**

All RAs funded by sponsored accounts must take the [RCR- Graduate Student and Postdoctoral Researcher Responsible Conduct of Research](https://researchintegrity.asu.edu/responsible-conduct/training-requirements) training. Available through CITI course, this required training must be completed once.

English Proficiency Requirement **[Required for first-time international TA’s]**

Because this is your first appointment as a Teaching Assistant/Associate, you are required to demonstrate your effectiveness in English speaking and comprehension skills for teaching in an ASU classroom before you are assigned teaching assistant responsibilities. Your TA appointment is contingent on meeting one of the following requirements (for full certification\*):

1. Take and pass the SPEAK test with a score of 55 or higher. The SPEAK test is administered on ASU’s Tempe campus by Global Launch multiple times a year. Only SPEAK scores from Global Launch are allowed.
2. Take the IELTS test and receive a score of 8 or higher on the speaking portion of the test.
3. Take the TOEFL iBT test and receive a score of 26 or higher on the speaking portion of the test. \*\*
4. Successfully complete the ITA Teacher Training Course with a score of "certified."

\*For additional certification requirements, please visit: <https://globallaunch.asu.edu/learn-english/special-programs/international-teaching-assistant>

\*\*Important information about TOEFL waivers -The TOEFL waiver offered to students for admission purposes does not extend to spoken English certification. To become certified to teach, demonstrating spoken English comprehensibility through one of the four above-mentioned methods is required.

Work Limits

The primary purpose of an appointment is to assist you in successfully completing an academic program. During the term of your appointment, if you are offered and would like to accept another appointment or employment opportunity at Arizona State University, you must ensure that you will not exceed the allowable FTE as outlined at <https://cfo.asu.edu/aca-faqs-undergraduate-graduate-student-workers>.

This 50% FTE appointment is for 20 hours per week. RA/TAs may work up to 100% FTE (40 hours per week) in all positions combined during Summer semester appointments. However, RA/TAs may not average more than 62.5% FTE (25 hours per week) in the ACA calendar year (October through September) as measured by the Affordable Care Act You will be terminated from your appointment if you exceed this limit and will not be eligible for reappointment for 26 weeks.

International students cannot hold an appointment past degree conferral date. Please refer to current policies on the [ISSC webpage](https://issc.asu.edu/f-1j-1-students/employment/on-campus).

Intellectual Property Policies and Assignment of Intellectual Property

Data, including but not limited to lab notes, results of analyses, research notes, research data reports, and research notebooks, comprise a category of intellectual property covered by The Arizona Board of Regents (ABOR) policy 6–908, <https://public.powerdms.com/ABOR/documents/1499354>. By signing below and accepting this appointment, you understand and acknowledge that you are assigning and do hereby assign any right, title, and interest you have in any Intellectual Property you develop to Arizona State University.

Unit, Departmental or Program-specific Terms

I understand that the unit in which this assistantship is assigned or the program in which I am enrolled as a student may have additional requirements or expectations. In addition, I will refer to the unit academic handbook for my program **[**insert web link here as applicable**]** for additional policies and information. I understand I will work with my supervisor regarding specific assignments, to understand how I will be supervised, and the performance review process.

TA/RA Handbook

Please review the [TA/RA Handbook](https://graduate.asu.edu/file/ta-ra-handbook) for additional information and an overview of Arizona State University policies and support services pertinent to teaching and research assistants and associates.

Credit Hour Requirement

This appointment is conditioned upon your maintaining enrollment in a minimum of one credit hour(s) for the Summer semester. Audit credits, undergraduate or other non-graduate level courses do not count towards the minimum enrollment credits requirement. Failure to maintain enrollment in the minimum required hours will result in the termination of your appointment.

Academic and GPA Requirements

This appointment is conditioned upon your being and remaining in good academic standing and maintaining a <insert number> **[must be at least 3.0]** GPA. Failure to maintain good academic standing or to maintain the required GPA will result in the termination of your appointment.

University Provided Email

As a <RA/TA>, you are required to use the e-mail account and address provided by ASU. All communications from the University will come to you via your University provided e-mail address.

Applicable Laws, Rules, Regulations, and Policies

This appointment is subject to all applicable federal and state laws, as well as all rules, regulations, and policies that are set by the Arizona Board of Regents (ABOR) and Arizona State University. These include, but are not limited to, the Student Code of Conduct and Disciplinary Procedures and the Prohibition Against Discrimination, Harassment, and Retaliation.

Voluntary Resignation

If you decide to leave your appointment prior to the end of the appointment term, you are required to submit a written letter of resignation to your advisor (or committee chair), the Director of your unit, and to the Graduate College at least one week in advance of the effective date of resignation.

Involuntary Termination of Appointment

This appointment may terminate based on poor performance, unprofessional conduct, or failure to satisfy any term or condition of this appointment.

Financial Impact of Early Termination of Appointment

The early termination of your appointment, whether it results from your resignation or the involuntary termination of the appointment, may result in the forfeiture of the stipend, the tuition award, and any other benefits that would have come to you because of the appointment. In such circumstances, you will be charged for the full tuition and health insurance amounts.

In limited circumstances when the involuntary resignation results from no fault of the student, salary will end as of the date of termination, but the full tuition award for the semester will remain in place.

Offer Acceptance

To accept this appointment, you must return this signed acceptance to <insert name/email address> no later than <Insert date>, <20XX>. This appointment offer is automatically withdrawn if your signed acceptance is not received by that date.

**By signing below, I certify that I have read, understand, and agree to all of the terms and conditions of the above-referenced appointment and I accept the appointment.**

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First Name Last Name Signature Date

Funding Source and Gportal Financial Information

CC:

PG/GF/GR:

HR Dept Code:

Faculty Supervisor ID: