

Office of the President

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April 13, 2018

Dr. Jim Drachenberg
17 Dowlen Place
Beaumont, TX 77706

Dear Jim:

By means of this letter, I am pleased to offer you a tenure-track position as an Associate Professor of Physics at Abilene Christian University, beginning Fall 2018. Your work will be under the general direction of Dr. Robert Rhodes, Provost, and Dr. Gregory Straughn, Dean of the College of Arts and Sciences. Your immediate supervisor will be Dr. Jess Dowdy, Chair of the Department of Engineering and Physics.

Your teaching duties normally will include the equivalent of 12 credit hours of classes per semester as assigned by the chair of your department and the dean of your college. You will be expected to serve on departmental, college and university committees as the need arises and to meet the expectations of faculty members according to the *University Faculty Handbook*.

Your remuneration will be _____ for nine months of teaching (to be paid over 12 months) and your first check will be on October 1, 2018.

You will be entitled to all of the fringe benefits pertaining to a first-year employee, according to the current *University Employee Handbook*. Optional age- and salary-based benefits will be calculated using base pay. Special pay, such as for summer school, overload and special assignments, is not considered a part of base pay. You may access the university's current benefits summary at <http://www.acu.edu/hr>.

You are being granted three years toward tenure-track based on your previous experience. While faculty appointments are generally one year until tenure is granted, you will receive two-year contracts throughout your time on tenure track. Assuming that you continue to receive contracts in the interim, you will be eligible to apply for tenure after you have completed the equivalent of your 5th year on tenure-track, during the 2020-21 academic year. If tenure is granted, it would go into effect September 1, 2021.

Teaching during the summer may be possible but is not guaranteed. There is a special pay scale for summer teaching. Many faculty prefer to use their summers for research and professional activities.

Faculty members are expected to participate in all New Faculty Orientation activities, including an introductory session in August and monthly lunch sessions during the first two years. This orientation provides a two-year program of pedagogical and spiritual formation for all incoming faculty. The first session is a three-day introductory session, led by Dr. Laura Carroll, Director of Faculty Development in the Adams Center for Teaching and Learning. Please plan to be available for that session which will take place August 13-15, 2018 in Abilene. Other regular meetings throughout the first two academic years will be scheduled by the Adams Center. Your benefits meeting with the Human Resource Office is a part of this orientation in August.

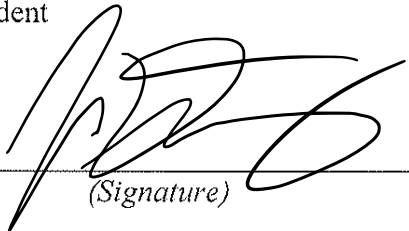
So that this letter may serve as a contract between you and the university, please sign in the space provided below and return one copy to my office by April 27, 2018. The other copy is for your own file.

Drs. Rhodes, Straughn, Dowdy and I are confident that you will be an excellent addition to the Department of Engineering and Physics, and we look forward to our continued association with you in our great work at Abilene Christian University. Thank you for your commitment to fulfilling ACU's mission, Promise and *21st-Century Vision*.

Sincerely,



Phil Schubert, Ed.D.
President


(Signature)

April 20, 2018

(Date)

sc: Dr. Robert Rhodes, Provost
Dr. Gregory Straughn, Dean, College of Arts and Sciences
Dr. Jess Dowdy, Chair, Department of Engineering and Physics
Wendy Jones, Chief Human Resources Officer