



Center for Integrated Plasma Studies  
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December 8, 2017

Chen Tang  
Center for Integrated Plasma Studies  
390 UCB  
Employer ID Number: 846000555

Letter of Offer - Appointment to Position of Graduate Research Assistant – Spring Term 2018

Dear Chen Tang,

The University of Colorado Boulder (“University”), Center for Integrated Plasma Studies (CIPS) is pleased to offer you a 50% time, 20 hrs/wk (0.25 FTE) Graduate Research Assistant appointment for the 2018 Spring term. Your appointment start date is January 1, 2018.

The compensation for this appointment is \$12,485 with a maximum of 9 hours of tuition credits per semester. The compensation is paid in monthly increments of \$2,497, distributed in monthly payments, beginning, January 31, 2018 through May 31, 2018.

During academic year 17/18 the University will pay \$1,815 per semester towards the cost of the Gold Comprehensive Insurance Plan for appointments of 20% or greater. Additional information is available by calling the Wardenburg Health Services at 303-492-5107 or accessing the Golden Buffalo Student Health Insurance website at <http://www.colorado.edu/studenthealthinsurance/>.

In this position you will be required to perform the following duties, including, but not limited to:

Research activities in support of Associate Professor Scott Parker.

**The following are additional terms and conditions applicable to your appointment:**

- You must be enrolled as a full-time, degree seeking graduate student each semester, with no grade of “incomplete” in any course (with the exception of thesis or dissertation hours), and with at least a B (3.0) grade point average. You also must maintain satisfactory academic performance and progress toward your degree. If enrolled in fewer than 3 credit hours (unless enrolled in only 1 credit hour to complete a thesis or dissertation after completing all required classroom work) you are required to participate in student retirement. See <http://www.cu.edu/employee-services/student-employee-retirement> for further details.
- All domestic non-resident graduate students (including permanent residents) must obtain Colorado in-state tuition classification prior to the start of their second year of employment as a graduate student. Instructions on how to apply for residency can be found on the registrar’s website: <http://www.colorado.edu/registrar/students/state-residency/guidelines> Failure to do so will result in ineligibility for tuition coverage, starting with the following semester.
- Courses taken through Continuing Education, Extended Studies, or Outreach programs do not qualify for tuition coverage.
- Courses taken not for credit (audited course) do not qualify for tuition coverage.
- You may not accept other University employment that would result in your being employed more than 50% time by the University unless you receive approval by the Senior Assistant Dean of the Graduate School in advance of the beginning date of your appointment. International students with student visas may not, under any circumstances, exceed 50% employment.

- You will receive all University holidays as paid leave. You are ineligible for paid vacation or sick leave. You may be assigned to work during semester breaks.
- You are required to complete discrimination and harassment training. For instructions on how to complete this training, see the Mandatory Training for New Faculty and Staff at <http://www.colorado.edu/institutionalequity/training-and-education>.
- You must work at least 12 weeks during each semester to be eligible for the tuition and insurance contribution.
- You are responsible for paying mandatory student fees and any applicable course fees.

You agree to comply with all resolutions, rules, and regulations adopted by the Board of Regents, and with policies and regulations adopted by the University, the Graduate School, the department, school, college, or other unit in which your appointment is made consistent with the policies and procedures of the University.

- The terms of this appointment shall be construed and interpreted according to the laws of the state of Colorado. This appointment is subject to the laws and policies of the University of Colorado, as they may be amended from time to time. To the extent that the laws and policies of the University conflict with state or federal laws, state or federal laws shall prevail. Once your appointment has been approved, the specific terms and conditions of your appointment, as described in this letter of offer, may be changed only by a duly executed written addendum to this letter of offer. The University may make changes to its employment policies that affect all employees or certain classes of employees and these shall become effective without the necessity of a written addendum to this letter of offer.
- Please note that all employees are required to self-disclose post-employment criminal convictions or felony charges filed against them within three business days of the conviction or felony charge to the Human Resources Background Check Coordinator (hr-bgc@colorado.edu). Employees with driving responsibilities are also required to self-disclose suspension or revocation of a driver's license within three business days. Employees failing to self-disclose may be subject to disciplinary action, up to and including termination. Your signature on this letter represents your agreement to comply with this self-disclosure requirement.
- State of Colorado law specifically provides that you be an employee-at-will in this position and that the following paragraph be included verbatim in this letter of offer; the provisions of this paragraph shall supersede and control any conflicting provisions of any University policy or employee handbook: *Your employment contract is subject to termination by either party to such contract at any time during its term, and you shall be deemed to be an employee-at-will. No compensation, whether as a buy-out of the remaining term of the contract, as liquidated damages, or as any other form of remuneration, shall be owed or paid to you upon or after termination of such contract except for compensation that was earned prior to the date of termination.*

Please indicate your intention to accept this offer by signing below by December 31, 2017.

Sincerely,

Dmitri Uzdensky  
Director, CIPS

I accept this offer as stated above.

DocuSigned by:  
Name: Chen Tang  
7B411A063BC34F1...  
chta2921@colorado.edu

Date: 12/8/2017

Candidate's e-mail address