



School of Arts and Sciences

Office of the Executive Dean

Rutgers, The State University of New Jersey

77 Hamilton Street

New Brunswick, NJ 08901-1248

Web: <http://sas.rutgers.edu>

Phone: 848-932-7923

Fax: 732-932-5150

June 12, 2020

Professor Ana Paula Centeno
257 Central Ave Apt 3f
White Plains, NY 10606

Dear Professor Centeno:

Congratulations on your promotion. I am pleased to appoint you as an Associate Teaching Professor in the Department of Computer Science, at the School of Arts and Sciences, for a term of three years effective July 1, 2020 through June 30, 2023 . This is an academic year appointment with an annual salary of \$101,456.

This is a non-tenure track appointment and is renewable contingent upon successful reappointment. Reappointment is subject to a continuing need for the position, availability of funding, and a positive formal evaluation. Your reappointment evaluation will take place no later than twelve months prior to the expiration of this contract. The evaluation criteria for reappointment and/or promotion in this position are:

Reappointment: Satisfactory teaching as evaluated by students and supervisor, demonstrated teaching effectiveness in all courses assigned, continued need for position, and availability of funding. Demonstrated service in accordance with the mission of the department and the University, appropriate to the level of the appointment.

Promotion: Significant additional contributions outside the classroom, such as course development, supervision of staff and/or students, participation in educational initiatives of the department or program, program assessment, development and implementation of externally funded educational programs, and others as appropriate to the discipline and the level of the appointment.

More specific criteria can be found at: <http://sas.rutgers.edu/nttcriteria>.

As part of your employment, you are represented by the Rutgers Council of AAUP Chapters, AAUP-AFT, AFL-CIO for the purposes of collective negotiations. To access the current collective agreement, please refer to <http://academiclaborrelations.rutgers.edu/contracts>.

The contractual terms of this appointment are specified on the enclosed revised Faculty Employment Agreement (UPF-5).

Kindly indicate your acceptance of this appointment and its terms and conditions by electronically signing and submitting this appointment letter and Faculty Employment Agreement on or before June 19, 2020.



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On behalf of the School of Arts and Sciences, please accept our appreciation for your contributions to the Department of Computer Science and to the University. We look forward to continuing to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan E. Lawrence".

Susan E. Lawrence

Vice Dean for Undergraduate Education

I accept this offer:

DocuSigned by:

Ana Paula Centeno

06/15/2020

Signature of Ana Paula Centeno

Date

c: J. Masschaele
T. Nguyen
C. Glascock
M. Stone
AAUP-AFT



June 12, 2020

FACULTY EMPLOYMENT AGREEMENT (UPF-5-SAS)

Name: Professor Ana Paula Centeno - 00025141

General Terms and Conditions of Faculty Appointments

Academic Year Appointment

Appointment for the academic year requires that the faculty member be in attendance at the University from September 1 to Commencement, or an equivalent period, unless excused by the appropriate academic officer.

Calendar Year Appointment

Appointees for the calendar year (July 1 to June 30, or equivalent period of time) are expected to devote the entire year to their University duties with the exception of a vacation of one month. Calendar year appointments are subject to annual review and rejustification. When there is no longer justification, a calendar year appointment reverts to academic year.

Reappointments and Promotions

University policies on academic reappointments and promotions, to which all faculty are subject, are described in the University Policy with Respect to Academic Appointments and Promotions which is enclosed.

Academic Tenure

Academic tenure is conferred on eligible faculty members solely by action of the Board of Governors of Rutgers, The State University of New Jersey. No officer or employee of the University has the authority to promise or to award such status to anyone under any circumstances.

Mode of Compensation

Salaries are paid over 12 months, from July 1 through the following June 30, except that individuals on academic year appointments receive their yearly salary as follows:

- a. First year appointment - salary for July and August is paid in the first paycheck in September.
- b. Subsequent appointment - salary payments are made in biweekly paychecks beginning with the first paycheck in July.



Individuals on academic year appointments are paid approximately two months of salary prior to its being earned. Persons who terminate their employment prior to Commencement agree to reimburse the University for any unearned salary that may result. Resignations after June 30 and before September 1 are effective June 30; resignations after December 31 and before the first day of classes of the spring semester are effective December 31.

Patent Policy

All employees are subject to the University Patent Policy, which is enclosed with this agreement. By signing the FACULTY EMPLOYMENT AGREEMENT the faculty employee agrees to the terms of the University Patent Policy, as it may be amended from time to time, including its requirements that he or she disclose and assign inventions or discoveries to the University.

University Regulations

A complete statement of regulations and policies of the University is contained in the University Regulations, Procedures, and Forms Usage Manual. Reference copies of this document are located in all departmental offices and in those of all deans and academic directors. The employment rights and responsibilities of each faculty member are discussed therein on a broad range of subjects. It is the obligation of each faculty member to become familiar with all policies contained in the Manual.



June 12, 2020

Name: Professor Ana Paula Centeno - 00025141

In accordance with the foregoing terms and conditions of faculty appointments and on behalf of the Board of Governors and the President, I am pleased to offer you this appointment:

Rank: **Associate Teaching Professor (Job Class Code 97304)**

Department: **Computer Science**

Academic Unit: **School of Arts and Sciences**

Renewable ☒ Non-Renewable ☐

Full Time ☒ Part Time ☐ If part time, percent:

Appointment Status (Check one): ☒ Academic Year or ☐ Calendar Year*

Effective Date of Appointment: **July 1, 2020**

Appointment Expiration Date: **June 30, 2023**

Initial Salary: **\$101,456**

Appointment is ☐ or is not ☒ tenure track

If applicable, check ☐: Appointment subject to receipt and continuation of sufficient funds to support this appointment (20-9636)

Other Special Conditions: **Promotion: This appointment is renewable and contingent upon successful reappointment. Reappointment in this position will be subject to a continuing need for the position and a positive formal evaluation by the Department and approval by the Dean. This appointment is also contingent upon the appropriate immigration status. All offers of employment are contingent upon successful completion of all applicable pre-employment screenings.**

A handwritten signature in black ink, appearing to be "A. Centeno", written over a horizontal line.

*(1) Calendar year appointments are subject to annual review and rejustification.



I fully understand that by accepting this appointment and electronically signing and returning this letter to the designated officer of the University administration, I am agreeing to comply with the terms and conditions set forth herein, with all pertinent provision of the laws of New Jersey, with all University regulations, and with all provisions of applicable collective negotiations agreements. I further understand that no representations other than those stated herein will be binding on the University. Finally, by my electronic signature and submission of this letter, I acknowledge that I have received, read, understood, and accepted the statements contained within the enclosures, "University Policies on Academic Appointments and Promotions," and "Patent Policy of the University."

Please electronically sign this letter.

June 12, 2020

Signature of Dean or Director

Date

DocuSigned by:

06/15/2020

Signature of Ana Paula Centeno

Date

On or before June 19, 2020, your electronic acceptance should be submitted.

Please read and initial the enclosed University Policy Agreements:

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APC

University Policy 50.3.1 - Rutgers University Policy Library

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University Policy 60.5.15 - Rutgers University Policy Library