



Center for Inter-American Policy & Research

TULANE UNIVERSITY Richardson Building New Orleans LA 70118  
V 504.862.3141 | F 504.862.8678 | CIPR.TULANE.EDU

Tuesday, April 25, 2017

Hector Bahamonde  
Rutgers University  
Hickman Hall  
New Brunswick, NJ 08901

Dear Mr. Bahamonde:

It is with pleasure that I write to offer you a full-time, limited term appointment as a CIPR Post Doctoral Fellow for the 2017-2018 academic year. This offer is contingent upon confirmation of acceptance, the approval of the Office of Graduate and Postdoctoral Scholars in Academic Affairs. This offer is also contingent upon Tulane University's ability to verify your receipt of an appropriate terminal degree from an accredited, nationally-recognized institution on or prior to August 15, 2017. If we are unable to verify that you have received your terminal degree by this date, this offer of appointment will be rescinded.

Subject to those contingencies, this letter sets forth the terms of your appointment and supersedes all other commitments either written or verbal that may have been made to you. In addition, this letter may be executed in multiple counterparts, but all of which together shall form a single document.

"At Will" Employment: This appointment is scheduled to begin on July 7, 2017 and end on June 30, 2018. Your employment is on an "at will" basis (meaning that Tulane can, in its sole discretion, terminate your employment at any time, with or without cause). By accepting this offer of employment and signing, below, you expressly agree to waive any rights or remedies available under Louisiana Civil Code article 2749 ("Liability for Dismissal of Laborer Without Cause") in the event that your employment is terminated without cause. Your supervisor may evaluate your performance and continuation of your employment may be based on various factors including, but not limited to, satisfactory performance evaluations.

Duties: You will be expected to conduct research in your areas of expertise, as outlined in your application for the position. Other specific responsibilities will be defined jointly during the initial phase of your appointment.

Renewal: Your appointment may, in Tulane's sole discretion, be renewed after the Initial Schedule. Effort will be made to advise you as to such renewal 60 days before the term ends June 30, 2018.

Initialed: Tulane \_\_\_\_ Appointee HB

Salary: Your annualized base salary for the first year appointment will be \$47,500, which will be payable in equal monthly installments over a 12 month period commencing on July 7, 2017 and ending on June 30, 2018. Please note that you will not receive your first paycheck until the last business day of the first full calendar month following the completion of necessary paperwork and attending the required Workforce Management orientation.

Benefits: Subject to the terms and conditions of the plan documents and underlying insurance policies in effect from time to time, you are eligible to participate in employee benefit programs available to University postdoctoral fellows. Postdoc benefits are fully described at the following link <http://tulane.edu/wfmo/postdoc/index.cfm>

Eligibility for Employment: The Immigration Reform and Control Act requires that the identity and residency status of all persons employed by the University be verified and that the candidate be legally eligible for employment in the United States. On or before your first day of employment you must present documentation to establish your identity and employment eligibility and complete an Employment Eligibility Verification form. This appointment is contingent upon your production of such documents and completion of the required form upon your date of hire. In addition, the University participates in the Department of Homeland Security's E-Verify program. This appointment is also contingent on receiving an appropriate authorization from the Department of Homeland Security.

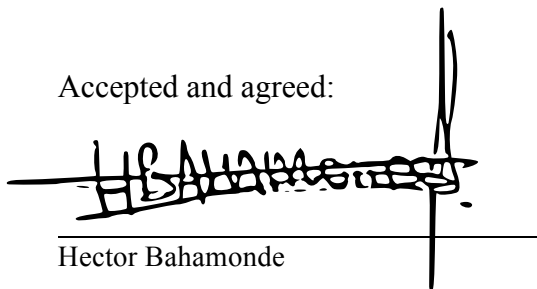
This offer will expire on May 15, 2017. If these terms are acceptable to you, please initial the bottom of each page, sign in the space provided below, and return the original of this letter to me at the address at the top of the first page. I look forward to your acceptance of this appointment. Welcome to Tulane!

Sincerely,

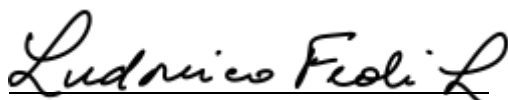


Ludovico Feoli  
Executive Director

Accepted and agreed:

  
Hector Bahamonde

Approved:

  
\_\_\_\_\_  
Supervisor Name  
Supervisor Title

Initialed: Tulane \_\_\_\_ Appointee HB

April 27, 2016

Hector Bahamonde  
Graduate Program in Political Science  
89 George Street  
New Brunswick, NJ 08901

Dear Hector Bahamonde,

I am pleased to inform you that you have been awarded \$ 2000.00 by the Graduate School for a Special Study Award. This award is valid for the purposes outlined in your proposal.

For technical reasons, awards for U.S. students are managed differently than those for international students. U.S. students will receive their checks at their graduate program offices. International student checks are processed through Student Accounting Services; that office will inform the student by email when his or her check is ready. Funds for this program are drawn primarily from contributions by alumni/ae and friends of the Graduate School.

This award will help prepare you not only for your dissertation research but also for writing external research grant and fellowship applications. Please contact Assistant Dean Teresa Delcorso (delcorso@rci.rutgers.edu) to schedule a planning meeting to prepare for the upcoming application season before you depart for your research site.

Please accept my congratulations, on behalf of the Graduate School, on your success in this competition and my good wishes for your proposed project. I look forward to hearing about it.

Sincerely,

A handwritten signature in dark ink, appearing to read "Harvey Waterman". The signature is fluid and cursive, with a large initial "H" and "W".

Harvey Waterman  
Associate Dean for Academic Affairs

Cc: Beth Leech

July 7, 2016

Mr. Hector Bahamonde  
Santa Amalia 1064 Casa 42  
La Florida  
Santiago De Chile 8300032

Dear Mr. Bahamonde:

I am pleased to offer you an appointment as a Teaching Assistant in the Department of Political Science, School of Arts and Sciences for the 2016-2017 academic year. Your appointment ratio is 100% time. Your appointment for the 2016-2017 academic year will be effective August 25, 2016 through Commencement 2017. The salary for this position is scheduled to be \$25,969. Your pay period will commence on September 1, 2016 and end on June 30, 2017.

Your duties as a Teaching Assistant will include teaching activities appropriate for your discipline and under the supervision of your faculty advisor. If you have primary responsibility for a section you shall normally be notified in writing of your assignment four weeks prior to the beginning of the semester. All other Teaching Assistants who do not have primary responsibility for a section shall normally be notified of their assignments at least five working days before the first day of classes. It is understood that unexpected circumstances may require modification of assignments. If your assignment is changed substantially subsequent to notification, you will receive notification in writing of the change.

Although it is understood that weekly workload will fluctuate during the term of appointment, you will be expected to work no more than an average of fifteen (15) hours a week during the term of your appointment (or a prorated portion thereof if the appointment is less than full-time) on specifically assigned duties related to your appointment, excluding non-TA related activities associated with academic progress toward the degree. If you believe that your specifically assigned duties routinely require hours that cumulatively exceed an average of fifteen (15) hours per week (or a prorated amount), you may bring the matter to the attention of Professor Richard Lau.

Full-time Teaching Assistants are entitled to full tuition remission and fee waiver. Part-time Teaching Assistants may be responsible for certain costs of tuition and fees as a condition of employment. For further information regarding tuition and fees, please refer to <http://studentabc.rutgers.edu>. In addition, both full and part-time Teaching Assistants are eligible for health and certain other benefits and must be enrolled in and continue in good standing in the Graduate School - New Brunswick. For more benefits information, please refer to <http://uhr.rutgers.edu/teaching-assistants-graduate-assistants>.

You should have received a statement of departmental criteria for reappointment of Teaching Assistants from the department. This employment relationship is governed by and subject to the provisions of the collective negotiations agreement between the University and the Rutgers Council of the American Association of University Professors - American Federation of Teachers (AAUP-AFT). For further information about the AAUP-AFT, please refer to <http://www.rutgersaaup.org>. To access the current Rutgers-AAUP-AFT contract, please refer to <http://academiclaborrelations.rutgers.edu/AcademicLaborContracts.htm>.

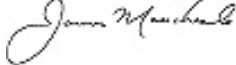
**For New Employees:** The Immigration Reform and Control Act of 1986 requires all employers to certify the identity and work eligibility of all new employees. This offer or appointment is therefore subject to your presentation of proper documentation, as required by law. The Employment Eligibility form (Form I-9) is an online process, and all new employees must present the required documents to the employing department, in person, within three days of the employment start date. Accordingly, please present the required documents to Nikki O'Mealley.

In addition to the Form I-9, all new employees are required to have their employment eligibility verified through government databases using E-Verify. E-Verify compares information from your Form I-9 to data from the U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility. In the event that the E-Verify system of the U.S. Citizenship and Immigration Services (USCIS) gives Rutgers a "Temporary Non-Confirmation (TNC)" of your eligibility for this job, you will be notified by your employing department and given the opportunity to respond to USCIS within the required timeframe. If subsequent to a TNC on your case the E-Verify system gives Rutgers a "Final Non-Confirmation (FNC)" of your eligibility for the job, your employment in this position will be subject to immediate termination as required by USCIS regulations. For information on the Form I-9, E-Verify and the list of acceptable documents, please visit the U.S. Citizenship and Immigration Service website <http://www.uscis.gov/portal/site/uscis>.

Pursuant to N.J.S.A. 34:11-4.1 et seq.; and 34:11-56a et seq. we are providing information for your review concerning the Employer Obligation to Maintain and Report Records regarding wages, benefits, taxes and other contributions and assessments. You may access this information from the University Human Resources website at: <http://uhr.rutgers.edu/ee/noticepostings.htm>.

Kindly indicate your acceptance of this appointment and its terms and conditions by signing the enclosed acceptance and waiver and returning it to Professor Lau on or before July 21, 2016. Your papers cannot be processed until the signed waiver is received as indicated. If you have questions regarding your appointment, please contact Professor Lau at 848-932-9262.

Sincerely,



James Masschaele  
Executive Vice Dean

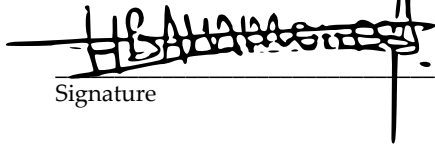
Enclosure:  
Waiver

c: Richard Lau

WAIVER, FAMILY EDUCATION RIGHTS AND PRIVACY ACT

I, Hector Bahamonde, accept the appointment as a Teaching Assistant and the terms and conditions set forth in the attached letter. I hereby authorize the University to release to the Rutgers Council of AAUP-AFT Chapters, my bargaining agent, the following information about me required by the AAUP-AFT in order to represent me: name, social security number, status, job class number, title, campus and home address, unit and department of assignment, membership dues, salary, appointment, expiration and employment date.

I understand that the AAUP-AFT will use this information merely to represent me and will not release such information to any third party in a way in which I will be individually identified without my consent.



Signature

07-07-2016

Date

I do not accept the appointment.

Signature

Date

Return By: July 21, 2016

TO: Professor Richard Lau, Chair  
Department of Political Science  
Hickman Hall  
Douglass Campus  
89 George Street  
Rutgers University  
New Brunswick, NJ 08901

July 7, 2016

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Santa Amalia 1064 Casa 42  
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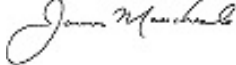
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Executive Vice Dean

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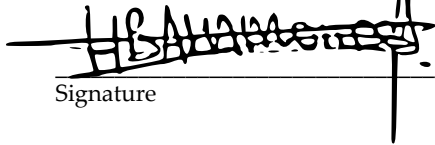
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