

January 11, 2011

Dear Mr. Washington,

Upon the recommendation of Professor Thomas Jefferson, Chair of the Department of International Student and Scholar Services, and Professor Abraham Lincoln, Assistant Professor in the Department of International Student and Scholar Services, I am pleased to offer you a non-tenure track appointment as Post-Doctoral Fellow, beginning September 15, 2011 and ending September 14, 2013. For the 2011-2012 academic year, your salary will be \$45,000 annually. You will be given \$3,000 annually for research-related travel, and a one-time computer allowance of \$3,000. This appointment is conditional on the availability of a position in the rank #XXXX. This is a full-time appointment with the fringe benefits appropriate to the job title, and your appointment is conditioned on your ability to demonstrate work authorization pursuant to immigration laws.

Like all Southern Methodist University employees, you will be subjected to regular review of your work and are expected to comply with all University policies appropriate to your appointment. You are responsible for meeting the job requirements as articulated by your supervisor. Should your contract be