



UNIVERSITY of ARKANSAS

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Fulbright College of Arts and Sciences
Office of the Dean

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April 13, 1995

Dr. Linda S. Schilcher
Department of History
and Center for Contemporary Arab and Islamic Studies
Villanova University
Villanova, PA 19085

Dear Dr. Schilcher:

Upon the recommendation of Professor Daniel Sutherland, Chair of the Department of History, and with the concurrence of Vice Chancellor for Academic Affairs Donald O. Pederson, I am pleased to offer you a position as Associate Professor of History at the University of Arkansas, Fayetteville. The salary for this position is \$48,000 for the nine-month academic year beginning August 14, 1995. The purpose of this position is to provide support from History for the King Fahd Middle East Studies Program and you will be expected to participate in this interdisciplinary effort. We will provide an annual discretionary fund of \$4,000 to support your travel and research in conjunction with the Middle East Studies Program. This commitment will be reviewed after three years. When available, summer teaching positions provide an additional 15 percent of the academic year salary for six weeks of full-time teaching.

You will also receive a letter from Professor Sutherland providing details of start-up funds, work assignments, departmental policies concerning faculty service and evaluation, and special considerations regarding this offer.

In addition to your salary, the University offers a package of fringe benefits that includes group health insurance, group life insurance, TIAA/CREF retirement and Fidelity Mutual Fund, social security, and long-term disability insurance. The University pays 30 to 60 percent of the premiums on the insurances and will contribute five percent of your regular salary to TIAA/CREF and/or Fidelity Mutual Fund even if you elect not to make a contribution. In addition, the University will match any contribution you make to TIAA/CREF and/or Fidelity Mutual Fund which exceeds five percent of your regular salary, up to a maximum total contribution by the University of ten percent of your regular salary. Participation in all but the social security plan is optional.

State and University policies regarding faculty service provide that faculty members are expected to contribute to the teaching, research, and service functions of the University, and faculty performance is judged in all three areas. The exact nature and extent of your duties will be assigned by the Department Chair with the approval of the Dean of Fulbright College. The position is tenure-tracked, and University policies provide that tenure be granted with reappointment to the eighth year of full-time appointment, or earlier upon the recommendation of the Department and the College and with administrative approval.

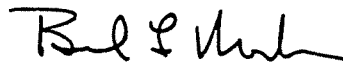
Fulbright College is seeking to develop and sustain nationally prominent programs, with emphasis upon graduate programs and research and scholarly or creative activity, as well as quality teaching and undergraduate programs. A faculty dedicated to high national standards is essential to this effort. Faculty performance is evaluated each year by the Department, and recommendations for promotion and tenure originate in the Department, and are reviewed by the College. College policies on faculty service are designed to recognize and reward meritorious service by merit salary raises, promotion, and granting of tenure. Ordinarily, attainment of tenure requires outstanding performance in research and teaching; merely good or satisfactory performance is not considered sufficient for a favorable tenure decision.

We recognize that you have teaching experience and research productivity beyond your doctoral degree work, and we will evaluate your entire record in promotion and tenure considerations. Although this experience and productivity might enable you to meet standards and criteria for tenure in less than the maximum probationary period, you will still have the entire probationary period available. We make no commitment to force a decision before the sixth year.

On behalf of Fulbright College, I am very happy to extend this offer. We feel that the University of Arkansas, Fayetteville, provides excellent opportunities for a rewarding professional career, and that you can contribute to an exciting development of the programs in the College. If you have any questions concerning this offer, please feel free to call or write me or Professor Sutherland.

We hope you will accept this position, and look forward to working with you.

Sincerely,



Bernard L. Madison
Dean

BLM/dc

cc: Vice Chancellor Donald O. Pederson
✓ Professor Daniel Sutherland, Chair