

**AGREEMENT ON THE APPOINTMENT OF
ROMAN SCHNEIDER
AS AN ADJUNCT FACULTY AT
GERMAN LANGUAGE EDUCATION STUDY PROGRAM
DEPARTMENT OF GERMAN LITERATURE
THE FACULTY OF LETTERS,
UNIVERSITAS NEGERI MALANG**

No. 31-7.1/UN 32.2/KS/2026

This agreement is made as of the 1st day of August, 2026, between German Language Education Study Program, Department of German Literature, Faculty of Letters, Universitas Negeri Malang (UM), an academic unit administered by UM, an established public university whose address is Jalan Semarang 5 Malang (65145), Indonesia (Party I); and Roman Schneider from Leibniz-Institut für Deutsche Sprache (IDS) (Party II), whose address is Tilsiter Str. 8, 67117 Limburgerhof, Germany.

Whereas Party I desires to obtain the benefit of the services of Party II, and Party II desires to render such services on the terms and conditions set forth.

In consideration of the mutual promises and consideration recited herein, the parties agree as follows:

I. Duration of Agreement

Party II agrees that for the period of 1st day of August, 2026 and extending to a date not beyond 31st July 2029, they will faithfully, industriously, and to the best of skill, ability, experience, and talents, perform all the duties required of their position. In carrying out these duties and responsibilities, Party II shall comply with all policies, procedures, rules, and regulations, both written and oral, as are announced by Party I from time to time.

II. Responsibilities

Party II is an Adjunct Faculty at the German Language Education Study Program, Department of German Literature, Faculty of Letters, Universitas Negeri Malang (UM). Party II is an Adjunct Faculty at the German Language Education Study Program, Department of German Literature, Faculty of Letters, Universitas Negeri Malang (UM)

As an Adjunct Faculty, Party II is Required to perform the following duties and undertake the following responsibilities in a professional manner.

- a) Publish a minimum of one (1) academic article, of research outcome funded by external party or UM research grant led by UM lecturer, at

reputable international journal citing UM as the sole or one of the affiliations of Party

II for the duration of the contract;

- b) Serve as a peer reviewer or an editor for at least one (1) scientific journal managed by UM;
- c) Participate as a member of at least one (1) research project in collaboration with UM lecturer;
- d) Deliver at least one (1) guest lecture at UM within the duration of the contract.

III. Financial Remuneration

The services provided by Party II shall be remunerated based on the amount of work. The rate of each type of work will be in accordance with the regulation on salary and wages applied by Party I. Further, as a non-Indonesian national, the honorarium of Party II will be subjected to Income Tax stipulated.

IV. Benefits

The Parties hereby agree that party II shall be entitled to the benefits as indicated below:

- a) Access to UM Research Funds, as a co-researcher working with UM tenured academics;
- b) Access to UM learning resources;
- c) Honorarium in UM rate for additional work rendered which is not among the annual responsibilities of Party II;
- d) Bonus for articles published in internationally reputed peer-reviewed academic journals, listing UM as the sole or one of the affiliations of Party II in the published articles;
- e) Additional honorarium for being a keynote speaker in a conference held by UM (if funding is available);
- f) Funding for Indonesia-bound return airfares and accommodation for the purpose UM-related business trips approved by the Dean of the appointing Faculty at UM;
- g) Immigration assistance (when needed).

V. Restrictions

As an international academic affiliated with Party I, Party II is not eligible to participate in the State Retirement of Pension plan or the optional retirement program.

VI. Termination

The Parties hereby agree that this agreement may be terminated immediately for a cause or modification or loss of allocated funding, or upon thirty-day written notice by either party. Renewal of agreement beyond the

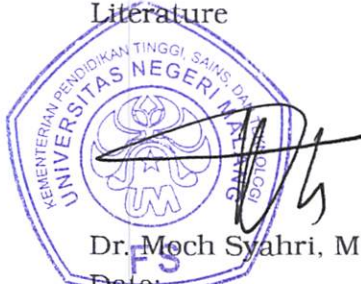
abovementioned term can be negotiated by the two parties. An agreement renewal must be produced in such a case.

This document constitutes the entire, complete, and comprehensive understanding and agreement between the parties and may not be altered or added to, except upon the consent of all parties in writing, dated and signed by each Party (or their successors or designees). The decision of UM's senate shall be determinative with respect to any question or dispute arising out of or relating to this agreement and/or the incidents of the appointment of Party II.

In consideration of the terms of employment covered by this agreement, all the foregoing conditions, covenants, and specifications are hereby accepted by the parties hereto.

Party I

Dean, Faculty of Letters,
Universitas Negeri Malang
Acting on behalf of
The German Language Education Study Program
Department of Germany
Literature



Dr. Moch Syahri, M.Si.

Date: _____, 2026

Party II

Appointee

A handwritten signature in black ink, which appears to be 'R. Schneider'.

Prof. Dr. Roman Schneider

Date: 09th July, 2026