



**EMPLOYMENT AGREEMENT**

**UNIVERSITAS NEGERI MALANG**

**No. (4.3.36/UN32/KS/2020)**

Dear Prof. Rajendra Shrestha

Klong Luang, Pathum Thani 12120 Thailand

On behalf of Universitas Negeri Malang, Indonesia, hence referred as the University, I am pleased to offer you an honorary position of Adjunct Professor. When signed by yourself and all University designated officials, this document shall constitute your acceptance of the offer. All rights and obligations pertaining to this position are set forth in this agreement, as follows:

1. This is a fixed term appointment beginning 04 February 2020 and extending to a date not beyond 31 January 2023. You shall provide services to the University. This agreement may be terminated immediately for cause or a 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 case.
2. This is a part-time position. Your responsibilities include:
  - a. working with UM's academics as a co-researcher in up to 2 research projects funded by UM or other funding bodies proposed by UM collaborators;
  - b. co-authoring with UM's academics at least 3 articles to be published in internationally reputed peer-reviewed academic journals and list UM as the sole or one of your affiliations in the published articles;
  - c. assisting UM's academics with at least 2 article publications in internationally reputed journals;
  - d. offering guest lectures for UM academic communities for at least twice a year (the funding of your travel is specified in the benefits section of this document);
  - e. providing insights on institutional management and development to UM executives;
3. You will receive honorarium of IDR 60,000,000/year. The amount will be paid in two instalments each year: July and December.
4. You shall receive and be subject to the following employee benefits and salary deductions

**Deduction:**

As a non-Indonesian national, your honorarium is subjected to Income Tax 26 based on Republic of Indonesia Law No. 36/2008: 20%

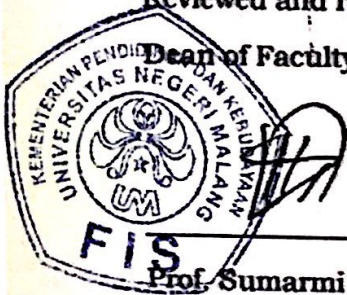
**Benefits:**

1. access to UM Research Funds, as a co-researcher working with UM tenured academics
2. access to UM learning resources

3. funding for Indonesia-bound travels and accommodation for the purpose UM-related business trips
4. immigration assistance (when needed).
5. As an international academic affiliated with the University, you are not eligible participate in the State Retirement of Pension plan or the optional retirement program.
6. 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 of those University officials signing below (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 your appointment.

Reviewed and recommended:

Dean of Faculty of Social Sciences



Prof. Sumarmi

Date: 4 March 2020

Rector

Prof. AH. Rofi'uddin

Date: 4 March 2020

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.

Appointee:



Prof. Rajendra Shrestha

Date: 4 March 2020