AGREEMENT ON THE APPOINTMENT OF

PROFESSOR PETER JOHN GROOTENBOER

AS AN ADJUNCT PROFESSOR AT

THE DEPARTMENT OF MATHEMATICS,

FACULTY OF MATHEMATICS AND NATURAL SCIENCES,

UNIVERSITAS NEGERI MALANG

No. 3.8.51/UN32.32/KS/2022

This agreement is made as of the 1st day of July, 2022, between the Department of Mathematics, Faculty of Mathematics and Natural Sciences, 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 Professor Peter John Grootenboer (Party II), whose address is Griffith University, Australia.

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 July 1st, 2022, and extending to a date not beyond June 30th, 2027, 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 Professor in Mathematics Education at the Department of Mathematics, Faculty of Mathematics and Natural Sciences, Universitas Negeri Malang. As an adjunct professor, Party II is required to perform the following duties and undertake the following annual responsibilities in a professional manner.

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 2 articles to be published in internationally reputed peer-reviewed academic journals and list UM as the sole or one of the affiliations of Party II 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 for the travel of Party II is specified in the benefits section of this document);
e) providing insights on institutional management and development to UM executives;

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 by the Law of the Republic of Indonesia.

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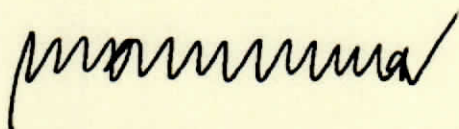
In consideration of the terms of employment covered by this agreement, all the foregoing conditions, covenants, and specifications are hereby accepted by the parties hereto.

Party I

Dean, Faculty of Mathematics and
Natural Science,
Universitas Negeri Malang
Acting on behalf of
the Department of Mathematics

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Prof. Hadi Suwono

Date: Malang, 1st of July 2022

Rector, Universitas Negeri Malang

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Prof. AH. Rofi'uddin

Party II

Appointee

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Prof. Peter John Grootenboer

Date: Gold Coast, 1st August 2022

Date: July 1st, 2022