



State University of New York at Stony Brook
Department of Physics & Astronomy

Department of Physics and Astronomy
Stony Brook University
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16 May 2007

Dr. Andy Haas
112 W. 71 St. Apt. 10
New York, NY 10023 (haas@yahoo.com)

Dear Dr. Haas:

I am very pleased to offer you, subject to the Policies of the State University Board of Trustees and the approval of the designated University official, an appointment as a tenure track Assistant Professor in the Department of Physics and Astronomy at the State University of New York. This would be a three year term appointment at an initial academic-year (9 month) salary of \$72,000, renewable up to seven years, subject to the Policies of the Board of Trustees governing such appointments. Since academic-year faculty appointments start with a semester, it could begin on 1 September 2007. If, instead, you prefer to begin your appointment with the spring semester on 1 January 2008, that will be acceptable to us.

To begin your research program the University, together with contributions from research grants to the High Energy Physics (HEP) Group, will provide a startup package (cash value of items 1,2,4,6 is over 190 k\$) over the first two years of your appointment as follows:

1. Summer salary in the amount of 2/9 of your academic year salary. This is included in the NSF grant awarded to the HEP group.
2. Support for one or two graduate students supervised by you. One would be one of two graduate students, now finishing their first academic year, who are expected to be joining the HEP group in summer 2007 for work in collider physics. If you desire to supervise a second graduate student you succeed in attracting to work with you, the Department will provide support for at least one academic year via a TA line. This will oblige the student to perform the duties of a TA (teaching or grading). Summer support would come from HEP grant(s).
3. Subject to your negotiations with the HEP group, shared or solo supervision of a postdoctoral scholar supported by the HEP grant(s). This would be influenced by the overlap between your research goals at ATLAS and those of the new postdoc the HEP group will hire upon the expected departure of a present postdoc within a year. It is expected that you will contribute to the decision for the new postdoc hire.
4. Travel support for research trips. HEP grant funds that are already budgeted for this purpose for the research program at ATLAS will provide you up to 8 k\$ in the first year and up to 8 k\$ in the second year of your appointment to support short (week) or extended (month) research trips to CERN.
5. Use of a new Tier III computing center (a cluster of approximately 20 CPUs) that the HEP group will be establishing during the coming summer.
6. Additional funds in the amount of 40 k\$ in the first year and 40 k\$ in the second year of your appointment that you may use for any purpose in support of your research program.

If you experience unforeseen delays, you could request that the support pledged above be made available beyond the second year, but we expect you to use the entire startup package in the first three years of your appointment.

For your research program we will provide adequate laboratory space within the area controlled by the HEP group. We will provide you a standard faculty office.

We will be happy to nominate you for early-career awards such as the Alfred P. Sloan Foundation Fellowship. To support your research program we strongly encourage you to seek additional grant funding such as the NSF CAREER Award and the DOE OJI Award. To enable you to submit proposals through the Stony Brook grants office before you begin your faculty appointment, we can, if you desire, seek a non-paying position for you here. This has often been helpful to assistant professors.

We will pay an additional amount up to \$5000 for your expenses connected with travel and moving your household, based on receipts for these costs.

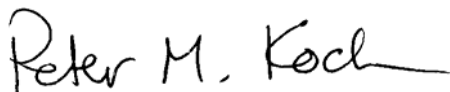
Research-active faculty in the Department of Physics and Astronomy typically teach a primary assignment of one three-contact-hour course per semester and a secondary assignment of 1.5 one-hour recitation sections (or equivalent) per semester (e.g., two in one semester and one in the other semester). To jumpstart your research program you can request zero teaching load in one of the first two semesters of your appointment. According to a policy of the Dean of the College of Arts and Sciences, one such non-teaching semester will count toward the accrued time needed for sabbatical leave.

This offer of employment is contingent upon the outcome of the pre-employment background investigation which you authorized in your application for employment. With the passage of the Immigration Reform and Control Act of 1986, it is necessary for employers to verify employment eligibility to work in the United States. The law requires that the employee present documents for identification and for eligibility to work in the United States. Federal law requires that these documents be processed within three days of starting employment.

The State University of New York has a generous benefits package that is summarized at the Human Resources web site at <http://www.sunysb.edu/hr/> . Please review this information and contact our Human Resources Department at (631) 632-6168 for details, and to arrange for enrollment in the benefits options. The site <http://www.sunysb.edu/digest> contains additional information about employment at Stony Brook.

We are delighted with the prospect of your joining us and look forward to your key role in building up a research and teaching program in the Department of Physics and Astronomy. We very much hope that you will accept this offer. I ask that you notify us of your decision by 1 June 2007. Please let me know if you have any questions.

Sincerely yours,



Peter M. Koch
Chair, Department of Physics and Astronomy

xc: Dean James V. Staros
Provost Robert L. McGrath

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I accept the terms of the offer outlined in this letter.

(Andy Haas)

(Date)