



UNIVERSITAS AIRLANGGA
FAKULTAS EKONOMI DAN BISNIS

Kampus B Jl. Airlangga 4 Surabaya 60286 Telp. (031) 5033642, 5036584 Faks. (031)5026288
Laman : <http://feb.unair.ac.id> E-mail : info@feb.unair.ac.id, humas@feb.unair.ac.id

ADJUNCT PROFESSOR CONTRACT
Ref. Number : 2210 /UN3.1.4/KS/2023

This Agreement is made and entered between Universitas Airlangga (UNAIR) and Prof. Victor Maas from University of Amsterdam in a part-time university status for a period of one academic year beginning March 1, 2023 and ending February 29, 2024.

It is understood that this contract defines the only terms of employment, and nothing in this Contract states or implies continuous employment beyond the ending date listed above. In consideration of this agreement, Universitas Airlangga agrees to pay the employee for services rendered according to UNAIR's established salary guidelines. If this Contract is terminated before its expiration date, the salary is also automatically terminated.

RECITALS

- a. Whereas UNAIR is a research-leading University committed to proving a productive and rewarding academic environment in the City of Surabaya, Province of East Java, Indonesia; and
- b. Whereas Professor Victor Maas, Professor of Accounting, University of Amsterdam, has proven to have SCOPUS H-Index 10, and committed to pursuing an academic research collaboration project as a **Senior Research Fellow** at the Department of Accounting, Faculty of Economics and Business, Universitas Airlangga.

NOW, THEREFORE, in consideration of the premises and mutual covenants herein contained, the Parties agree as follows:

ARTICLE 1 – TERM

The term of this agreement shall, subject to the termination provisions contained herein, continue from March 1, 2023 until February 29, 2024 (the "termination date").

ARTICLE 2 – RESPONSIBILITIES OF THE PARTIES

In consideration of and subject to the terms of this Agreement and all applicable laws, the Parties shall carry out their respective responsibilities in accordance with the provisions of this Agreement and within the scope of responsibilities as set out below:

a) **UNAIR Responsibilities:**

- (i) to provide remuneration for the **Senior Research Fellow** of Seventy Million Indonesian Rupiah (IDR 70,000,000) as compensation of his/her services to Universitas Airlangga and in accordance to the Republic of Indonesia's Withholding Tax Guidelines, the **Senior Research Fellow** will be charged for 20% of his/her remuneration (deducted directly from the remuneration). The compensation will be paid to the **Senior Research Fellow** after the responsibilities borne to the **Senior Research Fellow** stated in the Article 2 Point B (i) to B (iv) are completed.
- (ii) The disbursement of remuneration will be processed by the faculty after the **Senior Research Fellow** has completed the article of publication draft.
- (iii) to support the Research Fellow in performing academic and research activities in the faculty.



UNIVERSITAS AIRLANGGA
FAKULTAS EKONOMI DAN BISNIS

Kampus B Jl. Airlangga 4 Surabaya 60286 Telp. (031) 5033642, 5036584 Faks. (031)5026288
Laman : <http://feb.unair.ac.id> E-mail : info@feb.unair.ac.id, humas@feb.unair.ac.id

b) **Research Fellow** Responsibilities:

- (i) to ensure a full commitment to produce outputs of at least one (1) publication of Quartile 1 of Scopus-indexed International Scientific Journal.
- (ii) to include UNAIR as the second affiliation of the **Senior Research Fellow** in publications produced during the implementation of the Adjunct Professor program **and/or** to initiate a collaboration with UNAIR's researcher from the Department of Accounting, Faculty of Economics and Business to produce publications.
- (iii) to provide assistance as an editor/reviewer/author for the development of UNAIR's journal.
- (iv) to support Universitas Airlangga as a highly reputable university in the international ranking assessment such as but not limited to Times Higher Education (THE) or Quacquarelli Symonds (QS).
- (v) to ensure a full commitment to deliver a lecture in the host faculty and the number of meetings is minimum for 2 (two) meetings

ARTICLE 3 – CLASSIFICATION

Upon approval by the Rector of Universitas Airlangga, Dean of Faculty of Economics and Business, has decided to hire the **Senior Research Fellow** on a temporary basis under provisions of Universitas Airlangga. The **Senior Research Fellow** understands and agrees that the assignment is a part-time hourly, temporary faculty member that this assignment is of a temporary nature and will not be credited towards probationary or tenured service.

ARTICLE 4 – RECORDS/DEADLINES

The **Senior Research Fellow** agrees to submit in a timely manner all class records, fulfil the responsibilities stated in Article 2 Point B (i) to (v), and meet all deadlines set by the Faculty of Economics and Business. **Senior Research Fellow** who fails to comply the aforementioned responsibilities, terms and conditions will not be considered to the future programs conducted by UNAIR and will not be entitled to receive the honorarium.

ARTICLE – 5 TERMINATIONS OF AGREEMENT/SERVICES

This agreement and the services rendered under it may be subject to discontinuance if the **Senior Research Fellow's** class or assignment is cancelled before the term of the contract begins. Any decisions related to the above rest with the designee. The **Senior Research Fellow** further specifically acknowledges that Universitas Airlangga may terminate temporary employment without any obligation to provide a statement of reasons, evidence of cause, or right to hearing.



UNIVERSITAS AIRLANGGA
FAKULTAS EKONOMI DAN BISNIS

Kampus B Jl. Airlangga 4 Surabaya 60286 Telp. (031) 5033642, 5036584 Faks. (031)5026288
Laman : <http://feb.unair.ac.id> E-mail : info@feb.unair.ac.id, humas@feb.unair.ac.id

- CERTIFICATION -

This is to certify that I have read and understood my job responsibilities as listed in the contract. I understand the provisions of this contract and that I am or will become familiar with and abide by the policies and procedures of Universitas Airlangga.

Distribution:

1. Senior Research Fellow
2. Dean
3. Director of Academic Affairs

Note: this contract is not official until all the research publications are published and the appropriate signatures have been properly affixed.

** Form must be typed

Signed:

Prof. Victor Maas
Date: March 6, 2023

Signed:
Prof. Dr. Dian Agustia, S.E., M.Si. Ak.
Dean of Faculty of Economics and Business
Universitas Airlangga
Date: 13 March 2023



Signed:
Prof. Dr. Sukardiman, MS., Apt.
Director of Academic Affairs
Universitas Airlangga
Date: 20 March 2023