



UNIVERSITAS AIRLANGGA  
FACULTY OF ECONOMICS AND BUSINESS

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**ADJUNCT PROFESSOR CONTRACT**

**No.: 1392/UN3.1.4/KS/2023**

This Agreement is made and entered between Universitas Airlangga (UNAIR) and Professor Vikniswari Vija Kumaran in a part-time university status for a period of one academic year beginning 2 February 2023 and ending 2 February 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 Vikniswari Vija Kumaran, professor of Universiti Tunku Abdul Rahman, has proven to have SCOPUS H-Index 6, and committed to pursuing an academic research collaboration project as an **Adjunct Professor** under the scheme of **Senior Research Fellow** program at the Department of Economics, Faculty of Economic 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 2 February 2023 until 2 February 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 Adjunct Professor 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 Adjunct Professor will be charged for 20% of his/her remuneration (deducted directly from the remuneration). This remuneration will cover the living allowance, health insurance, local

transportation, meals, and other logistics needed. On the contrary, if the activity is conducted offline, this remuneration does not cover the roundtrip airfare and accommodation expenses. The compensation will be paid to the Adjunct Professor after the responsibilities borne to the Adjunct Professor 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 Adjunct Professor has completed the article of publication draft.
- (iii) to support the Adjunct Professor in performing academic and research activities in the faculty.

**b) Adjunct Professor 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 Adjunct Professor 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 Economics, 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).

### **ARTICLE 3 – CLASSIFICATION**

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

### **ARTICLE 4 – RECORDS/DEADLINES**

The Adjunct Professor agrees to submit in a timely manner all class records, fulfil the responsibilities stated in Article 2 Point B (i) to (iv), and meet all deadlines set by the faculty of Economics and Business. Adjunct Professor 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 Adjunct Professor's class or assignment is cancelled before the term of the contract begins. Any decisions related to the above rest with the designee. The Adjunct Professor 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.

- 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:

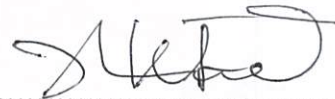
1. Adjunct Professor
2. Dean
3. Director of Academic Affairs

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:  
Professor Vikniswari Vija Kumaran  
Universiti Tunku Abdul Rahman  
Date: 31<sup>st</sup> January 2023



Signed: .....  
Dr. Ahmad Rizki Sridadi, SH., MH., MM.  
Acting for the Dean  
Faculty of Economics and Business  
Date: 10 February 2023



Signed: .....  
Prof. Dr. Sukardiman, M.S., Apt  
Director of Academic Affairs  
Date: 14 February 2023