



UNIVERSITAS AIRLANGGA  
FAKULTAS EKONOMI DAN BISNIS

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**ADJUNCT PROFESSOR CONTRACT**  
**Ref. Number : 3747/UN3.FEB/HK.07.01/2023**

This Agreement is made and entered between Universitas Airlangga (UNAIR) and Professor Cees Camfferman from Vrije Universiteit Amsterdam in a part-time university status for a period of one academic year beginning July 1<sup>st</sup>, 2023 and ending June 30<sup>th</sup>, 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 Cees Camfferman, Professor of Financial Accounting, Vrije Universiteit Amsterdam, committed to pursuing an academic lecture activity as a **Senior Academic 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 July 1<sup>st</sup> 2023 until June 30<sup>th</sup> 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 Academic Fellow** of Fourty Million Indonesian Rupiah (IDR 40,000,000) as compensation of his/her services to Universitas Airlangga and in accordance to the Republic of Indonesia's Withholding Tax Guidelines, the **Senior Academic Fellow** will be charged for 20% of his/her remuneration (deducted directly from the remuneration). The compensation will be paid to the **Senior Academic Fellow** after the responsibilities borne to the **Senior Academic Fellow** stated in the Article 2 Point b (i) to b (ii) are completed.
- (ii) The disbursement of remuneration will be processed by the faculty after the **Senior Academic Fellow** has completed the teaching activity.
- (iii) to support the Senior Academic Fellow in performing academic and research activities in

the faculty.

b) **Senior Academic Fellow** Responsibilities:

- (i) to ensure a full commitment to delivering a lecture in the host faculty and the number of meetings is a minimum of 4 (four) meetings (3 lectures and 1 series of individual sessions).
- (ii) 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 **Senior Academic Fellow** on a temporary basis under provisions of Universitas Airlangga. The **Senior Academic 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 Academic Fellow** agrees to submit the program report in a timely manner all class records, fulfil the responsibilities stated in Article 2 Point b (i) to b (ii), and meet all deadlines set by the faculty of Economics and Business. Senior Academic 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 Academic 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 Academic 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.

**- 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 Academic 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:  .....

[Professor Cees Camfferman]

Date: 12 May 2023



Signed:

Prof. Dr. Dian Agustia, SE., M.Si., Ak  
Dean of Faculty of Economics and Business

Date: 19 June 2023



Signed:  .....

Prof. Dr. Sukardiman, M.S., Apt

Director of Academic Affairs

Date: 25 May 2023