

August 23, 2022

Joseph Romence  
[REDACTED]  
[REDACTED]

Dear Joseph,

On behalf of President Gregory P. Crawford, it is my pleasure to offer you the position of Director of Baseball Operations & Pitching Development. This is an unclassified Part-Time Temporary staff appointment. The terms and conditions of this appointment are outlined below:

**Appointment Effective Date:** August 26, 2022

**Department:** Intercollegiate Athletics

**Annual Salary:** \$10,057.00

**End Date of Appointment:** May 31, 2023

**Employment Terms:** Temporary Extension Eligible

**University Provided Benefits:** No

Your appointment is, of course, subject to applicable rules, regulations and procedures of Miami University as now in effect and hereafter amended, directives of the President and actions of the Board of Trustees. This appointment is also subject to all applicable laws and regulations, including Ohio's Ethics Laws. The enclosed "Miami University Terms of Employment for Part-time Unclassified Staff" sets forth additional terms of employment and is incorporated herein by reference. Please review carefully, as you will be responsible for meeting the terms and employment requirements as elaborated. The enclosure and this letter contain all the terms of our offer of employment. There are no other understandings or agreements, verbal or otherwise, in relation thereto between the University and you except as expressly set forth herein.

This appointment may be renewed consistent with Miami University's policies. In the event you will need sponsored work authority to cover any reappointment period, Miami University reserves the right to withdraw and terminate an offer of reappointment if work authority is not obtained at least 21 days prior to your reappointment date. In making this determination, Miami University may consider a number of factors, including but not limited to, the likelihood that authorization will not be received in time to begin your reappointment in a timely manner and the effect on students, faculty, and staff and the efficient operation of the University.

There are also several other matters that must be attended to in order for you to begin employment. Federal law requires you to personally present documentation regarding eligibility for employment before you can be hired and requires the University to complete a form known as an I-9. A list of the acceptable documentation is enclosed.

Employees must have received at least the first dose of the COVID19 vaccine before beginning their on-campus employment. If a second dose of the vaccine is required, employees must receive it within 30 days of employment and provide proof of vaccination. Exemptions from the COVID19 vaccination requirement are available for medical reasons and for religious beliefs/matters of conscience. For more information about the requirements, please visit the [Covid-19 Vaccination Page](#). You will receive more information about onboarding once you have accepted the offer.

If these terms are acceptable to you, please indicate your acceptance.

Welcome to the Miami University community! We hope that you will find professional and personal success at Miami. We are excited about having you join us and contributing to the future of this great university.

Sincerely,

A handwritten signature in black ink, appearing to read "Dawn Fahner". The signature is stylized and cursive.

Dawn Fahner, PHR  
Associate Vice President  
Department of Human Resources  
Roudebush Hall, Suite 15

/enclosures