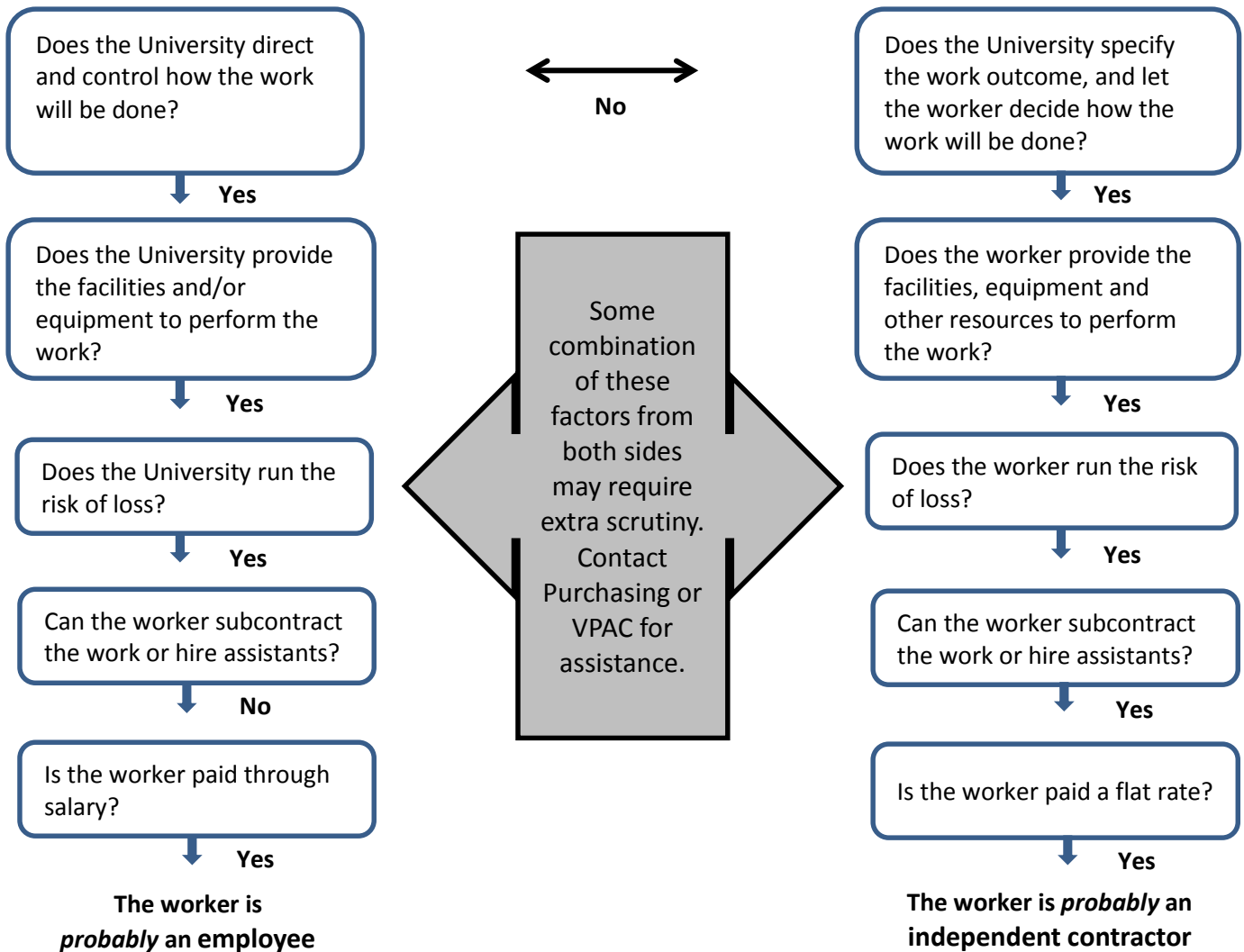




Decision Diagram - Employee or Independent Contractor



CONTRACTS AND PAYMENT
 The University requires a letter be signed documenting the duties and responsibilities to be carried out, or a signed position description and letter of offer.

The job needs to be posted.

Paid through **Payroll**.

CONTRACTS AND PAYMENT
 The University requires that a Services Agreement be signed specifying the desired outcomes (not duties or responsibilities).

The work may need competitive bid process depending on contract value (excluding academic services)

Paid through **Accounts Payable**.