

ARTICLE ____

APPOINTMENTS AND REAPPOINTMENTS

Section 1. Postdoctoral Research Associate appointments are temporary and for a fixed duration. All appointments shall typically be for one (1) year duration. At the University's discretion an appointment may be for other durations where circumstances require, including but not limited to where, at the time of appointment, there is insufficient funding for one (1) year, the continuation of the project is for less than one (1) year, recruitment or retention issues arise, and/or visa restrictions apply. In exceptional situations, a Postdoc shall have the right to request appointments of shorter duration or less than one hundred percent effort (100% FTE). In no event shall an appointment be made for less than fifty percent effort (50% FTE).

Section 2. It is within the University's sole discretion whether to appoint, reappoint or not reappoint a Postdoctoral Research Associate.

Section 3. The University shall make reasonable efforts to issue initial written appointment notification within a reasonable period prior to the start date, but in no instance shall an appointment notification be issued later than the start date of the appointment.

Section 4. Reappointment notification shall not be issued later than thirty (30) calendar days prior to the start date of the reappointment except in exceptional circumstances.

Section 5. Appointment and reappointment notification letters shall include the following:

- A. Appointment title
- B. Beginning and end dates of the appointment
- C. Appointment percentage
- D. PI or supervisor's name(s)
- E. Department or academic/research unit
- F. Anticipated location or worksite
- G. Name of a hiring unit person to contact for information regarding the appointment (with contact information)
- H. A brief summary of the general nature of required duties and anticipated research project(s)
- I. Funding information available to the University at the time of appointment including: salary amount; supplemental compensation information, if any; and funding source(s)
- J. A summary of benefits including insurance benefits, and the requisite enrollment information or citation to the relevant website
- K. The employee's opportunity to develop and discuss an Individual Development Plan with their PI
- L. A link to access University non-discrimination policy, as may be amended
- M. Contact information for the International Student and Scholar Services Office (ISSS)
- N. A statement that this appointment is covered by this collective bargaining agreement, with link to the union website
- O. Response requirements, if any
- P. Other information agreed upon by the parties


University Proposal – PACKAGE

Exchanged: April 22, 2019

Time: _____

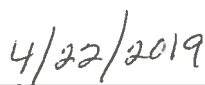
Section 6. Due to the temporary nature of Postdoctoral Research Associate positions, it is in their best interest to limit the total duration of an individual's postdoctoral service to five years, including postdoctoral service at other institutions. Therefore, a Postdoc shall serve no more than five (5) years at the University. At the sole discretion of the University and at the request of the PI or Postdoc, an exception to this limit may be granted.

Tentative Approval



UAW-Postdocs

ASL JM
~~2/11/19~~



Date



University of Connecticut



Date