

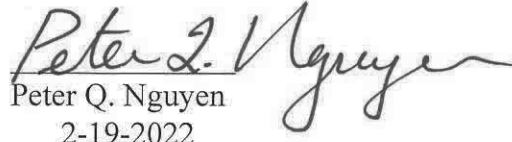
TENTATIVE AGREEMENT

UC and UAW Successor Bargaining
Postdoctoral Scholars (PX)
New Article 21 – Progress Assessments
UC Proposal 1
October 21, 2021
Page 1 of 2

For the University



Nadine B. Fishel



Peter Q. Nguyen

2-19-2022

New Article 21

PROGRESS ASSESSMENTS

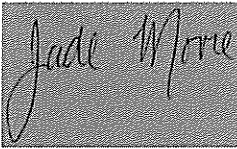
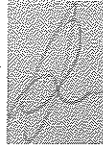
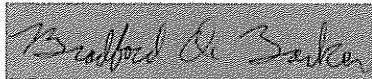
A. PROGRESS ASSESSMENTS

1. A Progress Assessment is an evaluation of the Postdoctoral Scholar's progress and accomplishment in research and professional development.
2. Within a reasonable time after the beginning of each appointment, the **academic** supervisor, or in limited circumstances ~~their~~ ~~her/his~~ appropriate academic designee, will communicate the **academic** supervisor's research and progress expectations for the coming year. These expectations may include those components in an IDP that are directly related to the research assignment for that year.
3. A Postdoctoral Scholar may request that the goals and expectations on which **they** ~~she~~ will be assessed be provided to **them** ~~her/him~~ in writing. In such circumstances:
 - a. The Postdoctoral Scholar shall submit a written draft of the discussed goals and expectations as provided in ~~§ B.2,~~ A.2. above, to the **academic** supervisor for review.
 - b. The **academic** supervisor will provide the Postdoctoral Scholar with the final goals and expectations upon which the Postdoctoral Scholar's progress will be based.
4. **Periodic Reviews** - The **academic** supervisor and the Postdoctoral Scholar shall periodically engage in informal oral Progress Assessments during ~~their~~ ~~her/his~~ appointment. In these assessments, the **academic** supervisor and the Postdoctoral Scholar generally discuss the Postdoctoral Scholar's recent research progress and overall research objectives. The structure of the Progress Assessment may vary with the discipline.
5. **Annual Review** - The **academic** supervisor shall provide the Postdoctoral Scholar with at least one written review per 12-month period. This Annual Review is a comprehensive assessment of the Postdoctoral Scholar's research progress and achievements, and ~~their~~ ~~her/his~~ professional development during the previous year. The **academic** supervisor may utilize an independently developed or a pre-established form when conducting the Annual Review.

- B.** The contents of ~~Individual Development Plans,~~ Progress Assessments and Annual Reviews are not grievable. However, if a Postdoctoral Scholar believes the assessment or the review contains factually incorrect statements, **they** ~~she~~ may grieve those factual inaccuracies. In the event the Postdoctoral Scholar disagrees with the substantive

aspects of the evaluation, ~~they~~ ~~she~~ may file an addendum to ~~their~~ ~~her/his~~ personnel file and/or discuss it with the Department Chair, or Unit Director, Training Program Director, or Equivalent.

For the Union:
2/21/22



Michael J. Miller
(Signature)

