

# **GUIDELINES FOR POSTDOCTORAL SCHOLAR TERM LIMITS, EVALUATIONS AND GRIEVANCES**

## **A. INTRODUCTION**

The University of Colorado Boulder's postdoctoral scholar community is comprised of postdoctoral associates, postdoctoral fellows and postdoctoral research associates, and are commonly referred to as postdocs. Postdocs constitute one of the cornerstones of the research enterprise at the University of Colorado Boulder. Due to their high level of academic achievement and expertise, postdocs are able to work in a semi-independent manner on one or more research projects under the direction of the principal investigator with whom they are training.

### **DEFINITIONS AND JOB CODES OF POSTDOCTORAL SCHOLARS**

#### **Postdoctoral Associate (1312)**

Postdoctoral Associate appointments are restricted to individuals who are paid through internal funds

are restricted to individuals holding a doctoral degree (or equivalent) and who will be engaged in research and/or scholarship. While some units appoint postdocs into Research Associate positions (i.e., Postdoctoral Research Associate), "Research Associate" should only be used for more senior, permanent roles rather than postdoc positions.

- annual evaluations.
- The [Faculty Relations](#) division of the Office of Faculty Affairs is a resource when grievances arise for postdocs and/or their faculty mentors, including the [Professional Rights and Responsibilities of Faculty Members](#).
  - Each college/school/institute should establish their own procedures for handling grievances involving professionalism issues, salary, benefits and work conditions. Clear directions for how to appeal decisions will be developed by the college/school/institute. The final decision rests with the dean of the college/school/institute in which the postdoc is employed.

*Should there be any questions, contact the HR Research Faculty Team at [resfachr@colorado.edu](mailto:resfachr@colorado.edu) or Office of Postdoctoral Affairs at [opa@colorado.edu](mailto:opa@colorado.edu).*