

University Policy Impact and Tracking Statement

Proposed or Revised Policy Title: Conditions of Postdoctoral Service (UHAP chapter 12)
Policy Sponsor: Allison M. Vaillancourt, Vice President of Business Affairs and Human Resources
Senior Leadership Review Dates:
Publication Dates: <i>Lo Que Pasa</i> - <i>UAnnounce</i> – Submitted October 16, 2018 Other -

Policy description:

Arizona Board of Regents (ABOR) policy 6-310, Conditions of Postdoctoral Service, sets the conditions of employment for postdoctoral scholars at the three Arizona universities. Historically, the policy has stated that postdoctoral scholars cannot carry over vacation hours from one year to the next.

Reason for new policy or revision:

Postdoctoral scholars at the University of Arizona have expressed their concern that the inability to bank vacation hours effectively precludes them from taking paid vacation leave during the first half of each year, because they start each year with a vacation balance of 0.

Based on recommendations from the UA's Postdoctoral Scholars Employment Taskforce, UA leaders proposed that the Arizona Board of Regents (ABOR) modify the vacation provisions of policy 6-310 to allow postdoctoral scholars to carry over vacation hours from one year to the next. During its September 2018 meeting, ABOR approved a revision to policy 6-310 stating: "Each university will set its own policy or procedure on vacation time usage." Vacation accrual rates remain unchanged, as does the provision that vacation leave is not paid out on termination of employment.

Therefore the UA is proposing to modify UHAP chapter 12 allow postdoctoral scholars to carry over from one year to the next up to 1.5 times the number of vacation hours earned in one year. This matches the policy for all other UA employees.

Major impacts to University and potential stakeholders:

This revision responds to concerns expressed by postdoctoral scholars by offering them greater flexibility to take vacation leave when they choose.

Anticipated concerns or objections:

No concerns are expected.

Estimate and description of financial cost to implement, if any:

No additional financial cost is expected.

Will the policy affect any of the following?

Existing UA Policy Yes No

Compliance with federal law/regulations Yes No

Existing UA Procedure Yes No

Compliance with state law/regulations Yes No

Existing Board Policy Yes No

General Public Yes No

Describe any item checked "yes":