

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 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 Individual Development Plan (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 will be assessed be provided to them in writing. In such circumstances:
 - a. The Postdoctoral Scholar shall submit a written draft of the discussed goals and expectations as provided in § 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 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 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. GRIEVABILITY

The contents of Progress Assessments and Annual Reviews are not grievable. However, if a Postdoctoral Scholar believes the assessment or the review contains factually incorrect statements, they may grieve those factual inaccuracies. In the event the Postdoctoral Scholar disagrees with the substantive aspects of the evaluation, they may file an addendum to their personnel file and/or discuss it with the Department Chair, Unit Director, Training Program Director, or Equivalent.