

## **Marquette University Academic Division Policy**

### Policy on Multiple Year Contracts for Postdoctoral Fellows

This policy is intended to define the requirements for Department Chairs (or Dean's designee in the absence of departments) for offering qualified postdoctoral fellows multi-year contracts.

1. Based on a faculty recommendation and department chair approval, a multi-year contract may be offered to a postdoctoral fellow who meets the following criteria:
  - a. Funding must come from guaranteed funding source, such as a grant or university startup funds.
  - b. Contract length may not exceed the length of the guaranteed funding.
2. The commitment is contingent upon the continuing viability of the funding source.
3. Continued appointment from year to year within a multi-year contract is contingent upon ongoing satisfactory performance.
4. If the funding is extended or if a new funding source is secured, multi-year contracts may be renewed through the duration of continued funding, at the discretion of the supervisor in collaboration with the University.
5. Salary and employee benefits will adhere to established University policies and benefits plans, as may be amended from time to time.
6. The multi-year contract and Marquette University's obligations are contingent upon the employee maintaining the required certification of work eligibility under Federal law.