PROMOTIONS AND TRANSFERS POLICY – NEW YORK

Subject to the terms and conditions set forth herein, this Policy applies to the transfer and promotion of employees within New York University-New York (the “University”) to any of the following positions: Administrators and Professionals, and positions covered under collective bargaining agreements between the University and Local 1, 30, 153, 810, and 3882 (hereinafter, “covered positions”).

For positions covered by a collective bargaining agreement (“CBA”), please also refer to the applicable CBA for any provisions on promotion and transfer. Nothing set forth in this Policy shall be construed to impede, infringe, or diminish the rights and benefits afforded under a CBA.

Faculty and Professional Research Staff positions are not covered under this Policy. Please consult with the appropriate chairperson or dean and/or refer to the faculty handbook for any applicable policies.

ELIGIBILITY

Subject to the conditions below, an employee may seek a transfer or promotion to a covered position, as available. The employee can check job postings to find job openings around the University. For more information, please visit NYU Career Opportunities on the Work Tab on NYU Home.

Eligibility for promotions and transfers differs depending on whether the employee seeks to move to a covered position within the same school or unit, or to another school or unit of the University.

- **Promotion or transfer to a covered position within an employee’s school or unit.**

  An employee is eligible to apply at any time for a promotion or transfer to a covered position within his or her school or unit.

- **Promotion or transfer to a covered position with another school or unit.**

  After completing one (1) year of service in his or her present job, an employee is eligible to apply for a promotion or transfer to a covered position in another school or unit. If and when the employee is transferred or promoted to another school or unit, he or she will be eligible to apply for a transfer or promotion to a covered position in another school or unit after completing one (1) year of service in the new position.
TRANSFER AND PROMOTION PROCESS

If the employee seeks a transfer/promotion to a covered position and meets the eligibility requirements set forth above, the transfer and promotion process works in the following way:

- **Interview and Reference Checks**

  The hiring department, HR Officer/HR Business Partner, or Talent Manager schedule interviews with selected candidates. With regard to employees covered under a CBA, please refer to the applicable CBA for any interviewing requirements (see, e.g., CBA with Local 3882).

  If, following the interview(s), the hiring department and employee choose to move forward with the hiring process, as applicable, the employee must inform his or her current supervisor that he or she is a candidate for transfer/promotion and authorize his or her prospective supervisor and/or the broader hiring department to check references with the current supervisor. As applicable, the HR Officer/HR Business Partner for the hiring unit also may contact the employee’s current HR Officer/HR Business Partner for a reference.

  As a matter of University policy, an employee’s expression of interest in a transfer or promotional opportunity within the University shall not adversely affect the status of his or her current employment.

- **Offer & Onboarding**

  After the hiring department has determined the finalist for the covered position, it must seek approval from the hiring unit HR Officer/HR Business Partner (and, if required, from the hiring unit Finance Officer), and the hiring unit HR Officer/HR Business Partner must notify the HR Officer/HR Business Partner in the school/unit where the candidate currently works before an offer is extended to the candidate. Once the candidate has accepted the offer and the onboarding process is satisfactorily completed, the hiring unit should notify all other applicants that the position has been filled.

**NOTICE**

Before an Administrator/Professional can be transferred or promoted to a covered position, he or she must provide four (4) weeks’ notice. Before any other University employee can be transferred or promoted to a covered position, he or she must provide two (2) weeks’ notice. The employee’s current and prospective supervisors may jointly agree to a longer or shorter notice period.

**BENEFITS**

An employee transferred or promoted to a covered position retains his or her original date of hire for purposes of benefits.