

## **Limited Term Employment Update**

As was reported in the Dec. 14, 2020, issue of Getty THIS WEEK, this is a high-priority issue for all of Getty's leadership. We are working hard to establish new policies and practices, and to resolve complex and unique issues for each individual LTE employee.

We have listened carefully to the concerns expressed by staff members, and we have spoken to each person who is an LTE employee. All LTE staff have been informed about their status well prior to the winter break. Every program and department that employs LTE staff has been reviewing each LTE project, the anticipated length and funding for each project, as well as the impact that working from home may have had on completion dates.

In most cases, LTE appointments have been extended temporarily while these issues are being reviewed. Managers and/or department heads have shared that information personally with each LTE employee.

In a small number of cases, LTE appointments have ended because funding expired or a project was concluded. The few people impacted have known for months that their appointments would be ending. We have been providing support and guidance to them throughout this period.

Due to the nature of our business needs and projects going forward, Getty will continue to have positions for LTEs, Professional Fellows, and Post Docs, and we are working on clarifying the distinctions between these positions. Some existing LTEs may be converted to regular full-time employees.

This process is complicated and requires a careful review of each employee's status. Our plan is to finalize decisions, communicate one-on-one with all affected employees, and share our broader resolutions with the entire Getty community no later than the end of March.