



POLICY MANUAL

EMPLOYMENT

Number 390

Subject: Employment-at-Will

Covered Employees: At-Will Employees

Date of Origin: January 24, 1997

Effective Date of Last Revision: July 1, 1999

390.1 POLICY

Certain positions at the University are defined as "at-will." At-will positions are those where employment and compensation can be terminated with or without cause and with or without notice. Employees in these positions are generally hired to work at the pleasure of the President and include (but are not limited to) provost, vice presidents, director of athletics, athletic coaches, hourly employees and post-doctoral fellows. For those who have administrative positions that include academic rank this policy applies only to the administrative portion of the assignment. Professional and classified employees within the introductory period of employment are also considered at-will. At-will employees are not eligible to participate in the employee grievance process.

No one except the University President, or the President's designee, is authorized to provide any individual with special arrangements concerning terms or conditions of employment.