

## **VI. STAFF OF THE UNIVERSITY**

### **A. DESIGNATION**

All employees of the University other than those designated as Officers (**Chapter I**), Academic Personnel (**Chapter V**), or Student Employees (**Chapter VIII**), shall be classified as Staff or Other Employees.

### **B. APPOINTMENT**

Each Vice President and the Athletic Director are designated as appointing authorities. They may designate additional appointing authorities within their respective units as desired.

Each appointment to a staff position shall have a continuing, temporary or limited temporary basis unless otherwise specified by University rules. Compensation for staff positions shall be determined by rules established by the University. Commencing with initial employment all staff appointed on a continuing or temporary basis shall be required to serve a probationary period of one (1) year, which period can be reduced or extended in accordance with University rules. Staff, other than initial employees, may be required to serve an additional probationary period.

### **C. DISCHARGE**

Staff employees may be terminated pursuant to University rules according to the terms of their employment. If the terms of employment of a staff employee require termination for cause, the employee shall be entitled to due process as specified in University rules.

Staff employees serving probationary periods are at-will employees during the term of probation and may be terminated without cause and shall have no right to appeal. Staff appointed on a limited temporary basis may be terminated at any time during their employment without cause and shall have no right to appeal.

All staff employees shall be separated from University service when positions are discontinued because of insufficient funding, lack of work, program changes, or changes in the structure of departments, divisions, or other University administrative units. Employees so separated may be provided re-employment rights as specified in University rules.

### **D. LEAVE**

All staff employees shall be granted leave in accordance with provisions of the University Employee Handbook.

- E.** University appointing authorities may appoint other employees who do not have all the benefits and rights of Staff Employees. Such employees may be grant funded employees, contract employees and at-will administrative professionals. The terms and conditions of their employment will be controlled exclusively by the terms of a contract or letter of appointment. They may he University benefits such as retirement, sick leave, vacation leave as agreed to in writing by the Appointing Authority.