



## RUTGERS POLICY

**Section:** 60.9.52

**Section Title:** Legacy UMDNJ policies associated with Human Resources

**Policy Name:** At Will Employment

**Formerly Book:** 30-01-50-75:00

**Approval Authority:** Senior Vice President for Administration

**Responsible Executive:** Senior Vice President for Administration

**Responsible Office:** University Human Resources

**Originally Issued:** 3/25/2008

**Revisions:** 3/25/2011; 7/1/2013; 10/10/2013 (Updated title)

**Errors or changes?** Contact: [policies@hr.rutgers.edu](mailto:policies@hr.rutgers.edu)

1. **Policy Statement**  
The policy covers Rutgers University employees who are employed within legacy UMDNJ positions
2. **Reason for the Policy**  
To set policy regarding the terms and conditions of employment for staff members (non-faculty) in legacy UMDNJ positions not covered by a collective negotiation agreement.
3. **Who Should Read This Policy**  
All Rutgers employees who are employed in legacy UMDNJ positions.
4. **Related Documents**  
N/A
5. **Contacts**  
University Human Resources: 848-932-3020
6. **The Policy**

### 60.9.52 AT WILL EMPLOYMENT

Staff members serve at the will of the University and his/her employment with the University may be terminated at any time, for any reason.

#### REFERENCE:

The Vice President of Faculty and Staff Resources or designee must be consulted prior to the dismissal of a staff member and the procedures set forth in the legacy UMDNJ policy entitled "Separation from Employment" policy must be complied with.