



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

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.