


Effective Date		Date of Revision		<h1>Policies, Rules And Regulations</h1>
10-25-65		5-23-95		
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EMPLOYMENT/AFFIRMATIVE ACTION		3.1.1.1	Page 1 of 1	
Issue				
NATURE OF THE EMPLOYMENT RELATIONSHIP				

UNIVERSITY POLICY STATEMENT:

It is the desire and expectation of Eastern Michigan University that the employment relationship shall be a pleasant and rewarding experience for employees and the University. Irrespective of any statement contained in the University's policies or in any other document or statement issued by the University or any of its representatives, each employee shall have the right to terminate his or her employment at any time, with or without notice or cause, and the University shall have the same right. All statements in this policy manual and all employment agreements, oral or written, between the University and any employee shall be interpreted consistent with this policy. No employee, agent or representative of the University has the authority to make any agreement or representation, either orally or in writing, which alters, amends or contradicts this policy.

No employee, agent or representative of the University has the authority to enter into an employment agreement on behalf of the University. In accordance with the powers of the Board of Regents, final approval of appointments or removal of personnel rests with the Board.

Nonbargained-for employees who are terminated by the University will be provided severance pay (and/or working notice in lieu of severance pay), subject to the terms and conditions of the University's procedure on this subject.

Nonbargained-for employees holding indeterminate tenure who are removed from their administrative position by EMU may be entitled to placement in a faculty position in their department of record consistent with their tenured faculty status.

RESPONSIBILITY FOR IMPLEMENTATION:

The President of the University or his/her designee has the overall responsibility for implementation of this policy. The Executive Director of Human Resources is responsible for the administration and interpretation of this policy.

SCOPE OF POLICY COVERAGE:

This policy covers all nonbargained-for employees of the University including all regular part-time and full-time executive, administrative professional, and confidential clerical employees of the University.

Authority for Creation or Revision
Minutes of the Board of Regents, October 25, 1965; para. .297M
Minutes of the Board of Regents, September 12, 1966; para. .423M and .424M.
Minutes of the Board of Regents, May 23, 1995; para. .4995M