

Probationary Period of Employment

Original Implementation: Unpublished

Last Revision: April 14, 2015

The first 180 calendar days of employment are a probationary period for all non-academic employees. Additionally, employees who apply for a posted, vacant position and who transfer to the new position will begin a new probationary period of 180 calendar days. This does not apply to employees who are reclassified or promoted during the reclassification process.

Human resources will mail a Probationary Employee 180-Day Evaluation form to supervisors prior to the completion of the 180-day period. Supervisors will use the form to objectively indicate if employment should be continued or terminated before the 180-day period has expired. The employee should be notified immediately of the supervisor's decision.

The evaluation form is returned to human resources and a copy retained in the department file. Before termination can be determined, the director of human resources must review the information and approve the termination. See Discipline and Discharge (11.4). If employment is to be terminated, the evaluation form should be returned to human resources and an Electronic Personnel Action Form (EPAF) should be completed.

During an employee's probationary period, the university is free to terminate an employee at any time with the approval from the director of human resources.

Cross Reference: Discipline and Discharge (11.4)

Responsible for Implementation: Vice President for Finance and Administration

Contact for Revision: Director of Human Resources

Forms: Probationary Employee Evaluation Form; Electronic Personnel Action Form

Board Committee Assignment: Academic and Student Affairs