

 [Home](#) < [Policies, Employee and Labor Relations](#) <
[Personnel Policies for Staff Members](#)

Personnel Policies for Staff Members

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- [Forms and Publications](#)
- [Search the website](#)
- [Email Customer Service](#)

II-64 Termination of Appointment

A. GENERAL

A Senior Manager serves at the discretion of the Chancellor or Laboratory Director, the President, or The Regents, as appropriate. A Senior Management appointment may be terminated at will and at any time with or without cause, except in the case of an academic Dean or Provost where dismissal procedures are specified in Academic Personnel Policy 240, "Deans and Provosts".

B. NOTICE

A Senior Manager who is separated by termination of appointment may receive, at the sole discretion of the University, up to sixty calendar days' notice or pay in lieu of notice.

C. TERMINATION ASSISTANCE

A Senior Manager whose appointment is terminated may, at the discretion of the President, the Chancellor, or Laboratory Director, receive assistance which may include one or more of the following:

1. Assignment of the Senior Manager to another position if such a position is available, the individual is considered competent to perform the work, and the new assignment is in the University's best interests.
2. Career counseling or outplacement services.
3. Reasonable time off with pay for interviews for other positions both within and outside the University.
4. Financial assistance, subject to approval by the Chancellor, the President, or The Regents as required.

D. AUTHORITY

Action to terminate the appointment of Chancellors, Laboratory Directors, or the University Auditor shall be voted upon by the Board of Regents upon recommendation of or following consultation with the President. Action to terminate the appointment of other Officers of the University shall be taken by the President upon recommendation of or following

consultation with appropriate Officers and shall be reported to the Board. Action to terminate Principal Officers or Officers of The Regents shall be the responsibility of the Board of Regents. Action to terminate the appointment of all other Senior Managers shall be taken by the Chancellor or Laboratory Director.

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