

1 **P&S Positions At-Will and Exempt from P&S** 2 **Policies**

3 Effective: Moved to Policy Library from P&S Handbook 3.1.3

4 Updated/Revised: November 6, 2014

5 Contact: [UHR Employee/Labor Relations Office](#)

6 **Introduction**

7 This policy explains the conditions under which employees within the Professional and Scientific
8 (P&S) classification are exempt from P&S policies.

9 **Policy Statement**

10 All employees holding positions with professional and scientific classification titles are covered by
11 P&S policies except those whose administrative policy-making or other responsibilities make it
12 inappropriate for them to be granted regular appointments under the professional and scientific
13 policies.

14 The determination of a P&S position to be at-will is the responsibility of the applicable senior vice
15 president or the president and is based on the factors supporting exempt designation. The decision
16 to designate a position as at-will shall be made in consultation with the associate vice president of
17 University Human Resources. In addition to these specific exemptions, revised or new positions of
18 comparable responsibility will be exempt from certain policies and procedures. Vacancy
19 announcements and letters of intent will reflect that the position is at-will. Positions may be
20 designated as at-will upon reclassification. UHR will make available a list of P&S positions that are
21 designated as at-will.

22 Although the university's policy is to provide fair and equitable treatment to all employees, individuals
23 in major administrative positions serve at the pleasure of the administration and may have the
24 conditions of their employment modified or terminated for reasons other than cause. Although
25 persons in these positions do not have access to the established grievance procedures that are
26 available to other professional and scientific employees, they are afforded an opportunity for
27 appropriate administrative review of personnel actions affecting them. After appropriate
28 administrative review, pursuant to board policy, an appeal to the Board of Regents may be initiated
29 by an exempt employee.

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33 **Resources**

34 **Links**

- 35 • [Professional and Scientific Council website](#)
- 36 • [Classification and Compensation Office, UHR](#)
- 37 • [Reclassification Guidelines \[PDF\]](#)

38 **Files**

- 39 • [Guidelines for Designating P&S Positions as At-Will and Exempt from P&S Policies \[PDF\]](#)