

Policy Title: At-Will Employment

Policy Summary: At-Will Status of Staff Employment at Drake University

Policy Category: Human Resources

Policy Owner: Human Resources

Policy Summary

Staff employment at Drake University is considered “at-will” meaning that both staff employees and the University may end a staff employee’s employment at anytime, with or without cause.

Purpose

The purpose of this policy is to clearly define the at-will employment relationship between the University and it’s staff employees.

Scope

This policy applies to non-contract, staff employees and clearly defines the nature of their at-will employment relationship with the University.

Policy

At-Will Employment

Staff employment at Drake University is considered “at-will” meaning that both staff employees and the University may end a staff employee’s employment at anytime, with or without cause. One exception to this may be an employee who has signed an employment contract with the University.

Employment contracts are not typical at Drake University and must be approved by the employee’s President’s Council-level administrator. Statements contained in handbooks and in other Drake University publications, including statements made during performance appraisals and wage or salary reviews, are not intended as legal documents, employment contracts, or an expressed or implied promise of continuing employment.

Last Review Date: January 2021

Effective Date: July 2012