
At-Will Employment

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Scope

All managerial and non-academic administrative positions at the University of Nebraska Omaha (UNO).

Policy Statement

Unless otherwise expressly stated in a written appointment to a position or in a written contract of employment duly approved and executed by UNO, all non-faculty employees are considered employees at will.

Either UNO or the employee may terminate the employment relationship at any time, with or without cause (as long as the reason is non discriminatory), upon giving the proper advance notice.

Accordingly, the Bylaws of the Board of Regents of the University of Nebraska stipulate under 4.4.1 that a "Special Appointment" [managerial and non-academic administrative positions] may be terminated by either party giving the other at least 90 days' notice of the date of termination." Office-Service (hourly paid) employees are entitled to a two-week notice.

Reason for Policy

To define at-will employment at UNO.

Related Information

See the Bylaws of the Board of Regents of the University of Nebraska

4.4 Types of Appointments: Professional Staff

4.4.1 Special Appointments

4.4.2 Appointments for a Specific Term

4.4.3 Continuous Appointment

4.4.4 Applicability of Academic Freedom and Responsibility

4.4.5 County Employees of the Cooperative Extension Service of the University of Nebraska-Lincoln

4.4.6 Nebraska School of Agriculture at Curtis Exception

4.4.7 Health Professions Faculty Appointment University of Nebraska Medical Center

4.4.8 Faculty Practice and Faculty Research Appointments, University of Nebraska-Lincoln

[View the Bylaws](#)

History

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor's Cabinet in October 2015.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

