

## **Texas Woman's University Regent Policy**

**Regent Policy Name: Conditions of Work**

**Regent Policy Number: Regent Policy: F.60600**

### **POLICY STATEMENT**

Texas Woman's University is an "Employment At -Will" university except for tenured faculty, tenure-track faculty, or any employee on a valid TWU written contract during the period of the contract. Once hired, employment at the University is on an at-will basis, which means that employees have the right to resign at any time, with or without cause, and with or without notice. Likewise, the University retains the right to discharge an employee at any time with or without cause and with or without notice, so long as state and federal laws are not violated.

### **APPLICABILITY**

This policy is applicable to TWU Faculty and Staff.

### **DEFINITIONS**

None

### **POLICY**

#### **I. University Regulation and Procedures – Reasonable Employment Conditions**

Adoption of Regulations and Procedures. Chancellor and President is authorized to pass regulations and procedures to set reasonable conditions of work during the employment relationship between the University and the employee.

#### **II. Subject to Change**

Policies and Procedures. Texas Woman's University's policies and procedures are subject to change without prior notice; do not in any manner constitute the terms of an employment agreement, express or implied and do not create a property right.

### **REVIEW**

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a

result of updates to federal and state law or regulations, or internal processes or procedures.

## **REFERENCES**

None

## **FORMS AND TOOLS**

None

**Adopted: November 10, 2016**

**Revised: (Month Day, Year)**