

Orientation Period

The first two months of employment will be an orientation period. If the employee's ability, job performance or attendance is judged unsatisfactory by his/her supervisor, the employee may be terminated at any time during the two month period and such termination shall not be subject to the University's Mediation and Resolution of Disputes and Appeal Process.

Successful completion of the orientation period does not guarantee continued employment and does not alter the at-will employment relationship between staff and the University. Reclassification, transfer, promotions, or demotions do not initiate a new orientation period.

A newly hired employee may participate in most University benefit programs with the exception of those requiring specific waiting periods. Paid Time Off (PTO) will accumulate during the orientation period but may not be used until after the employee's successful completion of the orientation period. Newly hired employees are paid for University holidays which may fall within the orientation period.