

(Board Policy 405.4)

Arkansas is an employment-at-will state. All appointed staff employees of the university, whether full-time, part-time, may have their employment terminated by the university at any time, with thirty days written notice, or be dismissed for cause in accordance with university procedures. Students and hourly employees are hired to work at the pleasure of the university and may be terminated at any time without notice. If the termination is related to unsatisfactory work performance, the procedures described in Section 4.3, Performance Reviews, should be followed. The university does not need to give advance notice if employment is terminated for cause, such as dishonesty, insubordination, other incidents of misconduct or unlawful behavior.

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