

# Florida Atlantic University

## **Regulation 5.007 Separations from Employment**

(1) Separations from employment shall be administered consistent with the following provisions:

(a) Resignation. An employee who resigns from employment shall not have any grievance rights or rights of appeal. Once tendered, a resignation is deemed accepted and irrevocable, and may not be rescinded by the employee without written agreement by the President, Provost, a vice president or designee.

(b) Abandonment. An employee who is absent without approved leave for three or more consecutive workdays shall be considered to have abandoned the position.

(c) Notice of Separation. Any Faculty or Administrative, Managerial and Professional (AMP) employee who receives a Notice of Separation in accordance with Regulation 5.008, and whose notice period has ended, may be separated without further notice.

(d) Just Cause. An employee may be separated for just cause in accordance with Regulation 5.012.

(e) Layoff or Furlough. The University may lay off or furlough an employee at any time as a result of adverse financial circumstances; reallocation of resources; reorganization of

1. Employees holding acting appointments.
2. Employees holding visiting appointments.
3. Employees holding time limited appointments.
4. Employees who are appointed for less than one academic year.
5. Employees who are in positions funded through contracts and grants (not overhead funds).

*Specific Authority: Article IX of the Florida Constitution, Florida Board of Governors Resolution dated January 7, 2003, 1001.706 FS., 1001.74(5) FS. History New 7-6-81, Formerly 6C5-5.09; Amended 11-11-87, 6-7-88, 11-9-05, Formerly 6C5-5.009; Amended 3-18-09, 7-1-15.*