

## Student Employee Separations Before End of Assignment

	Teaching Assistant	Assistant Instructor	Research Assistant	Academic Assistant, Assistant, Tutor	Student Non-Academic Titles	Resident Assistant
<b>Standards for separation before end of assignment</b>	"Good cause" pursuant to Rev. HOP 12.C.1.	"Good cause" pursuant to Rev. HOP 12.C.2	Usually only at end of appointment, but no contractual obligation; loss of eligibility or non-academic reasons such as failure to perform required duties. Rev. HOP 12.C.3.	Standard for separation is not addressed by HOP 12.C.4. Recommend following performance guidelines.	None stated in HOP. Recommend following performance guidelines.	None stated in HOP. Recommend following performance guidelines.
<b>Prior review of action separating student employee before end of assignment</b>	None stated in HOP. May be in policy at the unit level. If none exists, recommend two levels above person subject to action.	None stated in HOP. May be in policy at the unit level. If none exists, recommend two levels above person subject to action.	None stated in HOP. May be in policy at the unit level. If none exists, recommend two levels above person subject to action.	None stated in HOP. May be in policy at the unit level. If none exists, recommend two levels above person subject to action.	None stated in HOP. May be in policy at the unit level. If none exists, recommend two levels above person	None stated in HOP. May be in policy at the unit level. If none exists, recommend two levels above person subject to action.
<b>Grievances / appeals related to employment</b>	<p><b>Levels of Grievance:</b></p> <ul style="list-style-type: none"> <li>* Department Chairperson</li> <li>* Dean of Hiring Unit</li> <li>* Faculty Grievance Committee</li> <li>* President - final</li> </ul> <p>Note: Grievances of non-renewals and early separations go directly to the Faculty Grievance Committee. HOP 4.03</p>	<p><b>Levels of Grievance:</b></p> <ul style="list-style-type: none"> <li>* Department Chairperson</li> <li>* Dean of Hiring Unit</li> <li>* Faculty Grievance Committee</li> <li>* President - final</li> </ul> <p>Note: Grievances of non-renewals and early separations go directly to the Faculty Grievance Committee. HOP 4.03</p>	<p><b>Levels of Grievance:</b></p> <ul style="list-style-type: none"> <li>* Faculty member employing student</li> <li>* Program Graduate Advisor</li> <li>* Department Chairperson</li> <li>* Dean of Hiring Unit - final</li> </ul> <p>Rev. HOP 12.C.3</p>	<p><b>Levels of Grievance:</b></p> <p>None stated in HOP. Recommend:</p> <ul style="list-style-type: none"> <li>* Faculty member employing student</li> <li>* Department Chairperson</li> <li>* Dean of Hiring Unit - final</li> </ul>	<p><b>Levels of Grievance:</b></p> <p>None stated in HOP. Recommend:</p> <ul style="list-style-type: none"> <li>* Student's supervisor</li> <li>*Supervisor of student's supervisor - final</li> </ul>	<p><b>Levels of Grievance:</b></p> <p>None stated in HOP. RA Work Agreement provides:</p> <ul style="list-style-type: none"> <li>* Area Manager</li> <li>* Associate Director of Residence Life</li> </ul> <p>Note: With loss of student status and / or employment, RAs also lose housing</p>

Note: Student status is required for each of these titles. If that status is removed, either for violation of Institutional Rules or academic performance, the individual can no longer be employed in a student-status position.