

Acknowledgment and Agreement of At-Will Administrative Appointment

I understand that I do not have tenure in my administrative appointment. In this role, I serve at will, and my administrative appointment may be terminated by the President or Provost, at any time, with or without cause and with or without prior notice or explanation. My administrative appointment may also be terminated at my own option, at any time, with or without cause, and with or without prior notice or explanation. Tenure as a faculty member is a matter of separate right.

This at-will employment relationship will remain in effect throughout my appointment and reappointment, unless it is specifically modified by an express written employment agreement explicitly referring to the at-will relationship and approved by the Board of Trustees. I understand and agree that this at-will aspect of my employment may not be modified by an oral or implied agreement and that no handbook or policy, nor any course of conduct, practice, award, promotion, performance evaluation, or length of service can modify this at-will aspect of my administrative appointment.

I acknowledge that I have carefully read and understand this acknowledgment and agree to its terms.

Acknowledged and Agreed:

Date (mm/dd/yyyy)

Employee's full name

Employee Signature

By:



Charles F. Zukoski
Provost and Senior Vice President for
Academic Affairs
University of Southern California