

Employment at the University of Detroit Mercy is at-will. This means that the University is free to terminate the employment relationship for any reason or no reason, with or without cause, at any time, with or without advance notice or warning, and without any right of review outside the University (except as provided by applicable statute). At-will employment also means that an employee may terminate the employment relationship at any time for any reason or no reason. . No supervisor, manager or representative of Detroit Mercy other than the President has the authority to enter into any agreement guaranteeing employment for any definite period of time or terminable only for cause or to make any representation or to establish any policy or practice contrary to the "at-will" nature of employment. Further, any employment agreement for a definite period of time or terminable only for cause entered into by the Detroit Mercy President must be in writing and signed by both the Detroit Mercy President and the employee.

If there is a conflict between the policies and procedures in the Policy and Procedure Manual and those of a collective bargaining agreement, the terms of the collective bargaining agreement control.