

System-wide Policy: HR0135 - Probationary Period	
Version: 7	Effective Date: 10/01/2017

HR0135 – Probationary Period

Topics:

Procedures	Related Policies
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Objective:

To establish a period of time during which a newly hired regular staff (non-faculty) employee's work performance can be evaluated by the supervisor.

Policy:

All newly hired regular staff employees, including those converting from temporary or student to regular appointments, shall serve one probationary period of six calendar months in an active pay status with the university beginning with the first day of regular employment. Each regular staff employee shall have his or her work performance evaluated during this period. During this probationary period, employees are subject to discharge without recourse. However if a non-exempt employee is to be terminated for gross misconduct, the hearing requirement contained in the disciplinary action policy applies. See [POLICY 525, DISCIPLINARY ACTION](#).

PROCEDURES:

Health Science Center:	https://uthsc.policymedical.net/policymed/home/index?ID=de47aa28-16aa-408b-9c96-cb04f232964f&
Space Institute:	http://www.utsi.edu/index.php/utsi-procedures/
Institute of Agriculture:	ag.tennessee.edu/Pages/UTIApolicies.aspx

Related Policies: [HR0525 - Disciplinary Action](#)