

University	Notice Period for Position Elimination for Unclassified Staff	Severance Pay
Akron	Fiscal year appointment (July 1-June 30) <b>Non-reappointment</b> – Two (2) years or less of employment – three (3) months notice prior to end of contract term (i.e., April 1). Three (3) years or more of employment - six (6) months notice of non-reappointment prior to end of contract term (i.e., by Jan 1).	
Bowling Green	Fiscal year appointment (July 1-June 30) <b>Non-reappointment</b> – Three (3) years or less of employment - notice by March 1. Three (3) years or more of employment - notice by Jan. 1. <b>Financial Exigency or Program Discontinuation</b> – Three (3) months notice	
University of Cincinnati	At-will employment – One (1) month of notice for each year of service up to a maximum of six (6) months of notice.	Outplacement services after two (2) years
Kent State	At-will employment – 90 days notice of termination	
Miami University <b>Proposed Policy</b>	Fiscal Year Appointment (July 1-June 30) Less than five (5) years of full-time employment - two (2) months notice. Five (5) or more years of full-time employment rolling five (5) months notice.	Full-time employees with five (5) or more years of continuous full-time service - if other employment not found by end of notice period will receive one month of professional leave with full pay and benefits. If other employment not found by end of professional leave, entitled to one week of severance pay (no benefits except for employer COBRA contribution) for each year of service over five (5). If other employment obtained, employee receives ¼ of severance pay in a lump sum. Outplacement services. One-year tuition waiver from date of notice.
Ohio State	At-will unless contract is for a term certain. Minimum of two weeks of notice for all employees with an appointment of .50 FTE or greater.	Plus 1.5 weeks with full pay and benefits for each completed year of service: 26 weeks of notice & pay (max). Severance ceases if other employment obtained.
Ohio University	Fiscal year appointment (July 1-June 30) 90 days notice of position elimination prior to end of appointment term (i.e., April 2).	“Every effort to place in another suitable position within the university.”
University of Toledo	At-will employment – 90 days notice for termination.	