



University General Division (Campus)

Employment Separation/Department Transfer Checklist for Supervisors

(Faculty, staff and administrative employees' voluntary resignations, retirements, terminations and department transfers)

Note to Supervisor: Check (✓) each item once completed, or write "N/A," as applicable.

Notifications

For voluntary separation or retirement:

- Verbal notice given by employee
- Written notice given by employee
- Written acceptance delivered to employee

For other separation:

- Written notification of separation given to employee

Required Departmental Notifications:

- Notice given to appropriate members of management

Employee Benefits Referral

- Employee referred to Human Resources for important information about discontinuance and continuance of benefits/coverages to include healthcare, insurance, and retirement.

Security

- Building and office keys and/or access cards obtained.
- Keys or cards for desk/files/cabinets/equipment obtained.
- Keys and paperwork for University owned vehicles, including fuel pump key obtained, if applicable.
- If necessary, contact Human Resources, Campus Police or the Health System Division Security Department for assistance in escorting employee from building.

USA Computer Software/Hardware Security and Access and Telephones

Note: Under no circumstances should University business-related files be deleted from University computers or servers.

- Notify/e-mail applicable Computer Services/Information Systems of the employee's departure.
- Disable access to Banner, networks, servers, and other computer systems and email, as applicable.
- Ensure the removal of all personal/non-essential software from computers.
- Obtain access to usernames/passwords on computers and other systems, as applicable.
- Identify location and access to all computerized information/saved files.
- Change passwords on applicable systems/computers to which the employee has had general access.
- Ensure that employees remove any USA-licensed software from personal home computers.
- Change telephone voice mail message to direct callers to contact a designated co-worker or forward calls to a departmental contact number, and change telephone display name.

USA Property – Check or write “N/A” for return of the following items:

- _____ Computers, laptops, accessories.
- _____ University issued uniforms.
- _____ University issued equipment, tools, supplies and materials.
- _____ Books, journals, literature, CDs, DVDs, etc.
- _____ Library materials.
- _____ Any other USA-owned items in possession of employee.

HR/Financial/Payroll Issues

- _____ Direct employee to contact Human Resources Office.
- _____ Prepare and process final separation Personnel Action Form.
- _____ Reconcile any outstanding payroll issues with the employee to include final timesheet and leave balances, as applicable.
- _____ As applicable, ensure all financial accounts, including travel expense and petty cash transactions, are reconciled.

Work Status Update

- _____ Meet with the employee to discuss the status and transition of job duties and current and/or pending projects.

University Research

As applicable, ensure the employee has been cleared by and executed all applicable agreements with the Office of the Vice President for Research and Economic Development regarding:

- _____ Grants and contracts
- _____ Patents
- _____ Inventions
- _____ Special government security clearances
- _____ Human and animal protocol projects and approvals, when applicable for transferring equipment and for release of laboratory notebooks

Safety and Environmental Services

- _____ As applicable, ensure handling of any controlled materials such as chemicals, lasers, radiation, and biohazards are transitioned in accordance with University guidelines.

Supervisor Printed Name: _____

Supervisor Signature: _____

Date: _____

Employee Name: _____

Employee J-Number: _____